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1982 COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

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Introduction

Since 1969, the Department of Teaching Hospitals of the Association of American Medical Colleges (AAMC) has published the results of its annual survey of housestaff stipends, fringe benefits, and sources of funding. This year, we are pleased to provide this information once again. This document is intended to provide member institutions with data that may be useful in developing their own housestaff policies. Public agencies, health care associations, researchers, and others also may find the data useful. The results of the Survey are presented in three chapters: housestaff stipends, housestaff benefits, and sources of housestaff funding.

The questionnaire, which is shown in Appendix A, was sent to all 426 members of the Council of Teaching Hospitals, and whole or partial responses were received from 371 hospitals (87.1%). The distribution of the responses according to characteristics of the institutions is displayed in Appendix B. Since more than 70% of all residents in the United States are educated in COTH members, the figures presented here are assumed to be representative of residency programs in general.

Without the cooperation and hard work of Andrea McCusker and Vilma Seeberg, who entered the data into our computer, carefully proofread the results, and typed the final report, this survey could not have been completed. The efforts of Gary Gaines and Donald Hollander of the AAMC's Computer Services were also vital since they designed the computer programs necessary for entering the data, performing the analysis, and producing this report. The document was improved by the comments of my colleagues in the Department of Teaching Hospitals. The support of these people and of the participating hospitals is greatly appreciated.

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Chapter I

HOUSESTAFF STIPENDS

NATIONWIDE DATA (Tables 1-4)

The results of the 1982-83 housestaff stipend survey show that the national mean stipend for first year residents is $18,910, which represents a 7.1% increase over last year's first year resident stipend. In actual dollars, the first year resident's stipend increased by $1,269. For second through sixth year residents, mean salaries increased by similar percentages (see Tables 1 and 2). This percentage increase in mean salaries is less than that of the previous two years. In 1981-82, the increases were 8.0% or more for each of the six years, and in 1980-81, the increases were all approximately 7.8%. Appendix C shows the increase in first post-MD year mean stipends throughout the years during which this survey has been administered.

An "index value," or ratio of each post-MD year resident's mean stipend to the first post-MD year mean stipend, is shown in Table 3. This analysis reveals that, for example, sixth year residents receive 31% more than first year residents. These index values for 1982-83 are identical to those of the past two years' surveys, and have remained virtually the same since the 1971-72 survey.

An analysis is also performed of the stipend increases received by a cohort of residents (Table 4). When examined, these data show significant increases in the stipends received by residents. For example, the mean stipend for a resident entering the first year of a program in 1981-82 was $17,641. This same cohort of residents, who would be in their second year of training in 1982-83, receive an average of $20,215 this year, which is an increase of $2,574 or 14.6%.

REGIONAL VARIATIONS (Tables 5-10)

The housestaff stipend data are examined for each of four regions: Northeast, South, Midwest, and West (Table 5). The composition of these regions is shown in Appendix D. As in the past years of the study, the Southern region has the lowest stipends while the Northeast pays the largest stipends. Figure 1 shows a comparison of the median stipends paid to first post-MD year residents in the four regions over the past five years. While this figure shows that the stipends in the Southern region have remained the lowest, the rate of increase in the Southern median stipend levels has been similar to that of the other regions. In 1982-83, the median stipend for first year residents in the Southern region is $17,216, which is $2,211 less than the comparable figure of $19,427 for the Northeast.

The data in Table 5 show the ratio of each region's stipend level to the nationwide stipends. According to these data, the greatest deviations in median stipend levels are in the Southern and Western regions. The stipend levels in the Southern region are approximately 90% of the nationwide median levels. In the West, the first two years' median stipends are close to the nationwide median stipend levels, but in the subsequent years of training, the Western stipends are significantly greater than nationwide medians.

The residents in the Northeast will receive the largest percentage increases of the four regions for 1982-83 while the smallest percentage increases are in the Western region (Table 10). For example, the increase in the 1982-83 first year resident's mean stipends in the Northeast is 7.7% over the mean stipend level for 1981-82, while in the Western region, the increase in the first year mean stipend level is 6.6%. These data are in direct contrast to those reported last year when the residents in the Western region received the largest increases (9.5%) and those in the Northeast received the smallest (7.7%).

AFFILIATION RELATIONSHIPS (Table 11 to 15)

Another way in which COTH members are differentiated by their affiliation relationships with medical schools. For purposes of this study, the respondents have been divided into three groups: university-owned, major affiliates, and limited affiliates. The criteria for these divisions are a modified version of those used for the Accreditation Council for Graduate Medical Education's Directory of Residency Training Programs. The ACGME uses the four categories of major, limited, graduate, and unaffiliated. This survey segregates the university-owned from the major category and merges the last three categories under the heading "limited."

Although the differences in stipend levels among these affiliation groupings are less pronounced than those among the regions, there does appear to be an inverse relationship between the closeness of affiliation and the stipend level. The stipend levels in the limited affiliates range from 4.8 to 8.0% higher than those of the university-owned. This inverse relationship has held for the last five years, as shown in Figure 2.

However, it should be noted that the inverse relationship may be explained by other factors such as the fact that 38 out of the 56 responding university-owned hospitals are state-owned. As shown by the subsequent analysis, state-owned institutions pay smaller stipends.

The university-owned respondents also have reported the smallest percentage increases in 1982-83 over 1981-82 stipend levels, as shown in Table 15. The increases in the mean stipends for the university-owned ranges from 6.2 to 6.5% while in the limited affiliates, it ranges from 6.6 to 7.0%. For major affiliates, the increases in mean stipend levels ranged from 6.9 to 7.4%, and therefore, this group is reporting the largest percentage increases.

HOSPITAL OWNERSHIP (Tables 16 to 22)

Respondents to this survey are divided into five categories based on the types of ownership, and the data are analyzed by these categories. The categories are: state-owned; municipally-owned, including county, city and district hospitals; church-owned; other non-profit; and, Veterans Administration hospitals.

The data show that for 1982-83, the other, non-profit institutions have stipend levels that are slightly over the nationwide median stipends for each post-MD year. In two of the categories, the church-owned and the Veterans administration hospitals, the stipend levels never deviate more than 1% from the nationwide figures. However, in the two groups of publically owned facilities, the state- and municipally-owned, the stipend levels are between 2.1 and 6.8% below the national median stipends (Table 16).

Additionally, the percentage increases in 1982-83 mean stipend levels over 1981-82 are lowest for the state- and municipally-owned, ranging from 5.4 to 6.1% (Table 22). The church-owned and the Veterans Administration groups are reporting increases ranging from 6.6 to 7.2%, while the other, non-profit are reporting the largest increases in mean stipends, ranging from 7.2 to 7.7%.

An interesting fact, illustrated in Figure 3, is that the church-owned, VA and other non-profit hospitals' median stipend levels converge in 1982-83.

BED-SIZE GROUPINGS (Tables 23 to 28)

The respondent hospitals also have been grouped into four categories based on their bed-size. These categories are: fewer than 385 beds, 385 to 523 beds, 524 to 704 beds, and more than 705 beds. These ranges were selected because they divide the COTH membership into equal quartiles.

As Tables 23 and 28 show, no clear differences in stipend levels or in reported rates of increase in stipend levels exist for these groupings. No remarkable differences in stipend levels among the bed-size categories of hospitals have been detected in previous years either.

CITY DATA (Tables 29 to 55)

In some cities and metropolitan areas there are sufficient numbers of COTH members to warrant comparisons. The following tables present data for 25 cities or metropolitan areas where responses were received from four or more COTH members. Low, high, and mean data are presented for each city. The cities and the number of responses in each are:

Akron, Youngstown, Canton	5
Atlanta	3
Baltimore	8
Boston	13
Chicago	17
Cincinnati	4
Cleveland	5
Dallas	5
Detroit	7
District of Columbia	7
Hartford	6
Houston	4
Indianapolis	3
Long Island	5
Los Angeles	9
Milwaukee	4
Minneapolis	4
Newark	5
New York City	21
Philadelphia	12
Pittsburgh	8
Providence	5
Rochester	5
San Francisco	7
Seattle	4
St. Louis	7
All Others	144

Table 1

Nationwide Housestaff Stipends for 1982-83 and 1981-82
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1982-83			
1st Post-MD Year	344	$17,700	$18,900	$18,910	$19,900
2nd Post-MD Year	345	18,750	20,010	20,215	22,473
3rd Post-MD Year	345	19,742	21,021	21,378	22,473
4th Post-MD Year	332	20,758	22,124	22,498	23,850
5th Post-MD Year	322	21,700	23,216	23,619	25,350
6th Post-MD Year	248	22,560	24,402	24,739	26,565
		1981-82			
1st Post-MD Year	344	$16,600	$17,504	$17,641	$18,500
2nd Post-MD Year	345	17,700	18,610	18,883	19,855
3rd Post-MD Year	345	18,499	19,554	19,968	21,031
4th Post-MD Year	332	19,404	20,679	21,019	22,191
5th Post-MD Year	322	20,300	21,750	22,086	23,580
6th Post-MD Year	248	21,150	22,776	23,184	25,065

Table 2

Dollar and Percentage Increases in Average Nationwide Housestaff Stipends for 1982-83 Compared with 1981-82, By Year of Training

Year of Training	Dollar Increases		Percentage Increases	
	Median	Mean	Median	Mean
1st Post-MD Year	$1,396	$1,269	8.0%	7.1%
2nd Post-MD Year	1,400	1,332	7.5	7.1
3rd Post-MD Year	1,467	1,410	7.5	7.1
4th Post-MD Year	1,445	1,410	7.0	7.0
5th Post-MD Year	1,466	1,533	6.7	6.9
6th Post-MD Year	1,626	1,555	7.1	6.7

Table 3

Index Values for Average Nationwide Housestaff Stipends for 1982-83,
By Year of Training

Year of Training	Index Value: 1982-83* Median	Mean
1st Post-MD Year	1.00	1.00
2nd Post-MD Year	1.06	1.07
3rd Post-MD Year	1.11	1.13
4th Post-MD Year	1.17	1.19
5th Post-MD Year	1.23	1.25
6th Post-MD Year	1.29	1.31

* The index value is computed by dividing the median and mean stipends in each year by the median and mean stipends in the 1st Post-MD Year (the base year).

Table 4

Dollar and Percentage Increases in Nationwide Median Housestaff Stipends
Received By a Cohort of Residents

Year of Training		Dollar Increases		Percentage Increases	
1981-82	1982-83	Median	Mean	Median	Mean
1st Post-MD Yr	to 2nd Post-MD Yr	$2,506	$2,574	14.3%	14.6%
2nd Post-MD Yr	to 3rd Post-MD Yr	2,411	2,495	13.0	13.2
3rd Post-MD Yr	to 4th Post-MD Yr	2,570	2,530	13.1	12.7
4th Post-MD Yr	to 5th Post-MD Yr	2,537	2,600	12.3	12.4
5th Post-MD Yr	to 6th Post-MD Yr	2,652	2,653	12.2	12.0

Table 5

A Comparison of Median Housestaff Stipends for 1982-83,
By Year of Training and Geographic Region

Year of Training	Northeastern	Southern	Midwestern	Western	Nationwide
	1982-83 Median Stipend, by Region				
1st Post-MD Year	$19,427	$17,216	$18,975	$18,537	$18,900
2nd Post-MD Year	20,672	18,156	20,000	20,549	20,010
3rd Post-MD Year	21,768	19,052	20,952	22,470	21,021
4th Post-MD Year	22,895	19,933	21,912	24,254	22,124
5th Post-MD Year	24,240	20,785	22,900	25,830	23,216
6th Post-MD Year	25,371	21,357	23,800	26,818	24,402
	1982-83 Median Stipend as Percent of Nationwide Median, by Region				
1st Post-MD Year	102.8%	91.1%	100.4%	98.1%	100.0%
2nd Post-MD Year	103.3	90.7	100.0	102.7	100.0
3rd Post-MD Year	103.6	90.6	99.7	106.9	100.0
4th Post-MD Year	103.5	90.1	99.0	109.6	100.0
5th Post-MD Year	104.4	89.5	98.6	111.3	100.0
6th Post-MD Year	104.0	87.5	97.5	109.9	100.0

Figure 1:
First Post-M.D. Year Median Salary Data:
A Five Year Comparison by
Region

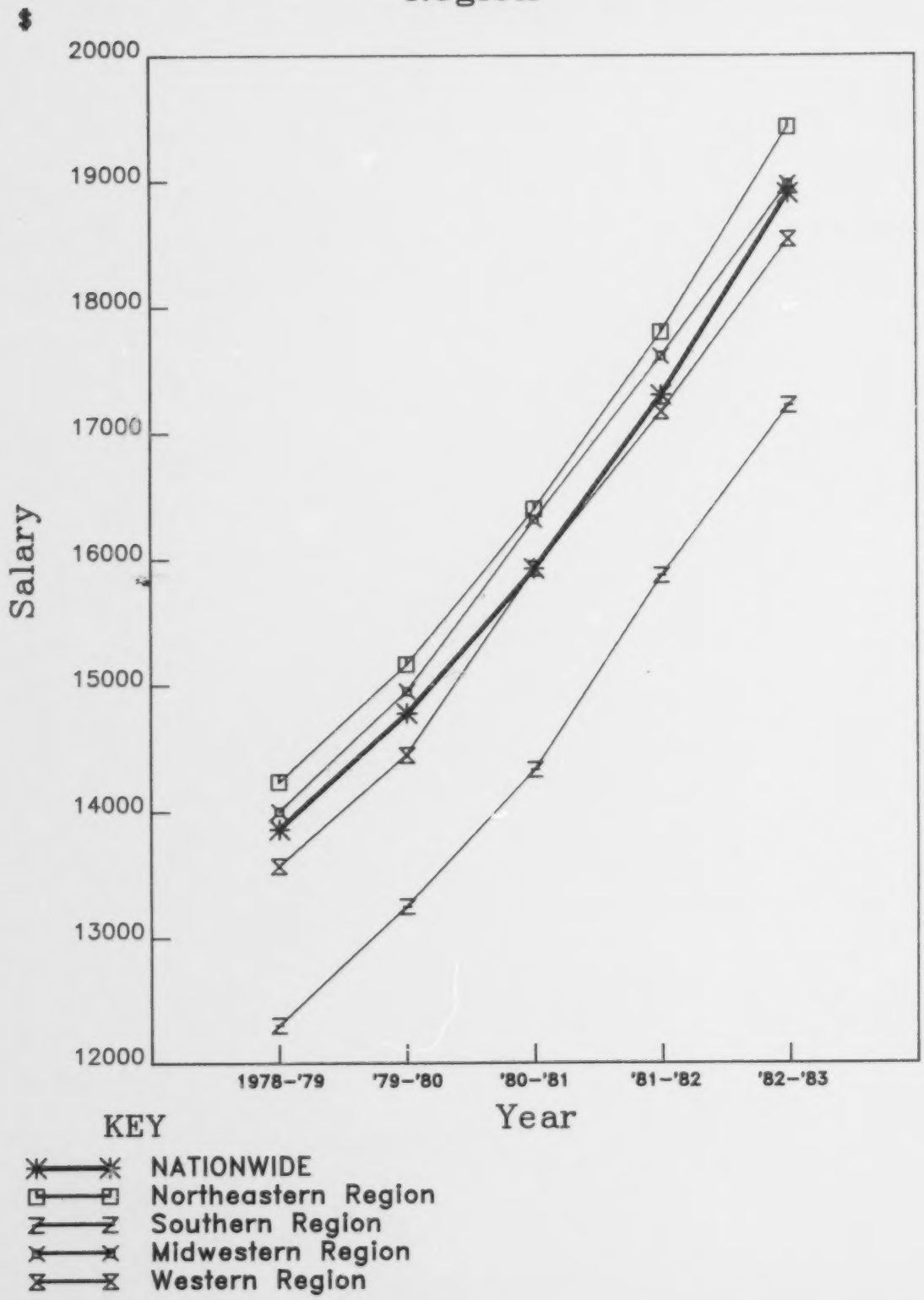

Table 6

Northeastern Region: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1982-83			
1st Post-MD Year	140	$18,500	$19,427	$19,559	$20,300
2nd Post-MD Year	141	19,650	20,672	20,889	21,700
3rd Post-MD Year	141	20,640	21,768	22,134	23,155
4th Post-MD Year	139	21,652	22,895	23,233	24,252
5th Post-MD Year	135	22,950	24,240	24,429	25,800
6th Post-MD Year	102	23,829	25,371	25,762	27,500
		1981-82			
1st Post-MD Year	140	$17,065	$17,952	$18,162	$18,950
2nd Post-MD Year	141	18,200	19,226	19,409	20,525
3rd Post-MD Year	141	19,150	20,250	20,556	21,350
4th Post-MD Year	139	20,024	21,400	21,591	22,711
5th Post-MD Year	135	21,006	22,500	22,737	24,300
6th Post-MD Year	102	22,250	23,680	24,006	25,938

Table 7

Southern Region: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	63	$16,397	$17,216	$17,343	$18,132
2nd Post-MD Year	63	17,292	18,156	18,338	20,000
3rd Post-MD Year	63	18,170	19,052	19,285	20,500
4th Post-MD Year	62	18,937	19,933	20,267	21,039
5th Post-MD Year	62	19,800	20,785	21,202	22,541
6th Post-MD Year	50	20,400	21,357	21,815	23,294
			1981-82		
1st Post-MD Year	63	$15,276	$16,200	$16,195	$17,169
2nd Post-MD Year	63	15,976	17,011	17,184	18,295
3rd Post-MD Year	63	16,795	17,856	18,051	19,169
4th Post-MD Year	62	17,700	18,779	18,963	20,110
5th Post-MD Year	62	18,475	19,669	19,849	20,844
6th Post-MD Year	50	19,200	20,401	20,517	21,779

Table 8

Midwestern Region: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1982-83			
1st Post-MD Year	97	$18,200	$18,975	$18,879	$19,610
2nd Post-MD Year	97	19,220	20,000	19,901	20,600
3rd Post-MD Year	97	20,200	20,952	20,843	21,545
4th Post-MD Year	88	21,091	21,912	21,802	22,550
5th Post-MD Year	83	21,977	22,900	22,736	23,490
6th Post-MD Year	61	22,900	23,800	23,676	24,402
		1981-82			
1st Post-MD Year	97	$17,000	$17,800	$17,677	$18,500
2nd Post-MD Year	97	18,062	18,610	18,658	19,500
3rd Post-MD Year	97	18,957	19,500	19,556	20,500
4th Post-MD Year	88	19,631	20,600	20,472	21,500
5th Post-MD Year	83	20,386	21,323	21,359	22,385
6th Post-MD Year	61	21,625	22,560	22,306	23,144

Table 9

Western Region: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1982-83			
1st Post-MD Year	44	$17,273	$18,537	$19,159	$20,116
2nd Post-MD Year	44	19,000	20,549	21,430	23,745
3rd Post-MD Year	44	20,400	22,470	23,136	25,699
4th Post-MD Year	43	21,609	24,254	24,760	27,676
5th Post-MD Year	42	23,216	25,830	26,326	29,304
6th Post-MD Year	35	24,000	26,818	27,790	31,629
		1981-82			
1st Post-MD Year	44	$16,425	$17,601	$17,971	$18,420
2nd Post-MD Year	44	18,000	19,503	20,132	21,690
3rd Post-MD Year	44	19,170	21,398	21,740	23,670
4th Post-MD Year	43	20,678	23,100	23,250	25,626
5th Post-MD Year	42	21,971	24,603	24,730	27,042
6th Post-MD Year	35	23,000	25,307	26,130	29,286

Table 10

Dollar and Percentage Increases in Average Regional Housestaff Stipends for 1982-83 Compared with 1981-82, By Year of Training

	Northeastern		Southern		Midwestern		Western	
Year of Training	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Dollar Increases, by Region								
1st Post-MD Year	$1,475	$1,397	$1,016	$1,184	$1,175	$1,202	$ 936	$1,188
2nd Post-MD Year	1,446	1,480	1,145	1,154	1,390	1,243	1,046	1,298
3rd Post-MD Year	1,518	1,578	1,196	1,234	1,452	1,287	1,072	1,396
4th Post-MD Year	1,495	1,642	1,154	1,304	1,312	1,330	1,154	1,510
5th Post-MD Year	1,740	1,692	1,116	1,353	1,577	1,377	1,227	1,596
6th Post-MD Year	1,691	1,756	956	1,298	1,240	1,370	1,511	1,660
Percentage Increases, by Region								
1st Post-MD Year	8.2%	7.7%	6.3%	7.3%	6.6%	6.8%	5.3%	6.6%
2nd Post-MD Year	7.5	7.6	6.7	6.7	7.5	6.7	5.4	6.4
3rd Post-MD Year	7.5	7.7	6.7	6.8	7.5	6.6	5.0	6.4
4th Post-MD Year	7.0	7.6	6.1	6.9	6.4	6.5	5.0	6.5
5th Post-MD Year	7.7	7.4	5.7	6.8	7.4	6.4	5.0	6.5
6th Post-MD Year	7.1	7.3	4.7	6.3	5.5	6.1	6.0	6.4

Table 11

A Comparison of Median Housestaff Stipends for 1982-83,
By Year of Training and Hospital Affiliation

Year of Training	University-Owned	Major Affiliate	Limited Affiliate	Nationwide
	1982-83 Median Stipend, by Affiliation Relationship			
1st Post-MD Year	$18,397	$18,957	$19,289	$18,900
2nd Post-MD Year	19,512	20,082	20,601	20,010
3rd Post-MD Year	20,402	21,013	21,551	21,021
4th Post-MD Year	21,600	22,197	23,180	22,124
5th Post-MD Year	22,720	23,216	24,365	23,216
6th Post-MD Year	23,679	24,403	25,583	24,402
	1982-83 Median Stipend as Percent of Nationwide Median, by Affiliation Relationship			
1st Post-MD Year	97.3%	100.3%	102.1%	100.0%
2nd Post-MD Year	97.5	100.4	103.0	100.0
3rd Post-MD Year	97.1	100.0	102.5	100.0
4th Post-MD Year	97.7	100.3	104.8	100.0
5th Post-MD Year	97.9	100.0	104.9	100.0
6th Post-MD Year	97.0	100.0	104.8	100.0

Figure 2:
First Post–M.D. Year Median Salary Data:
A Five Year Comparison by
Affiliation

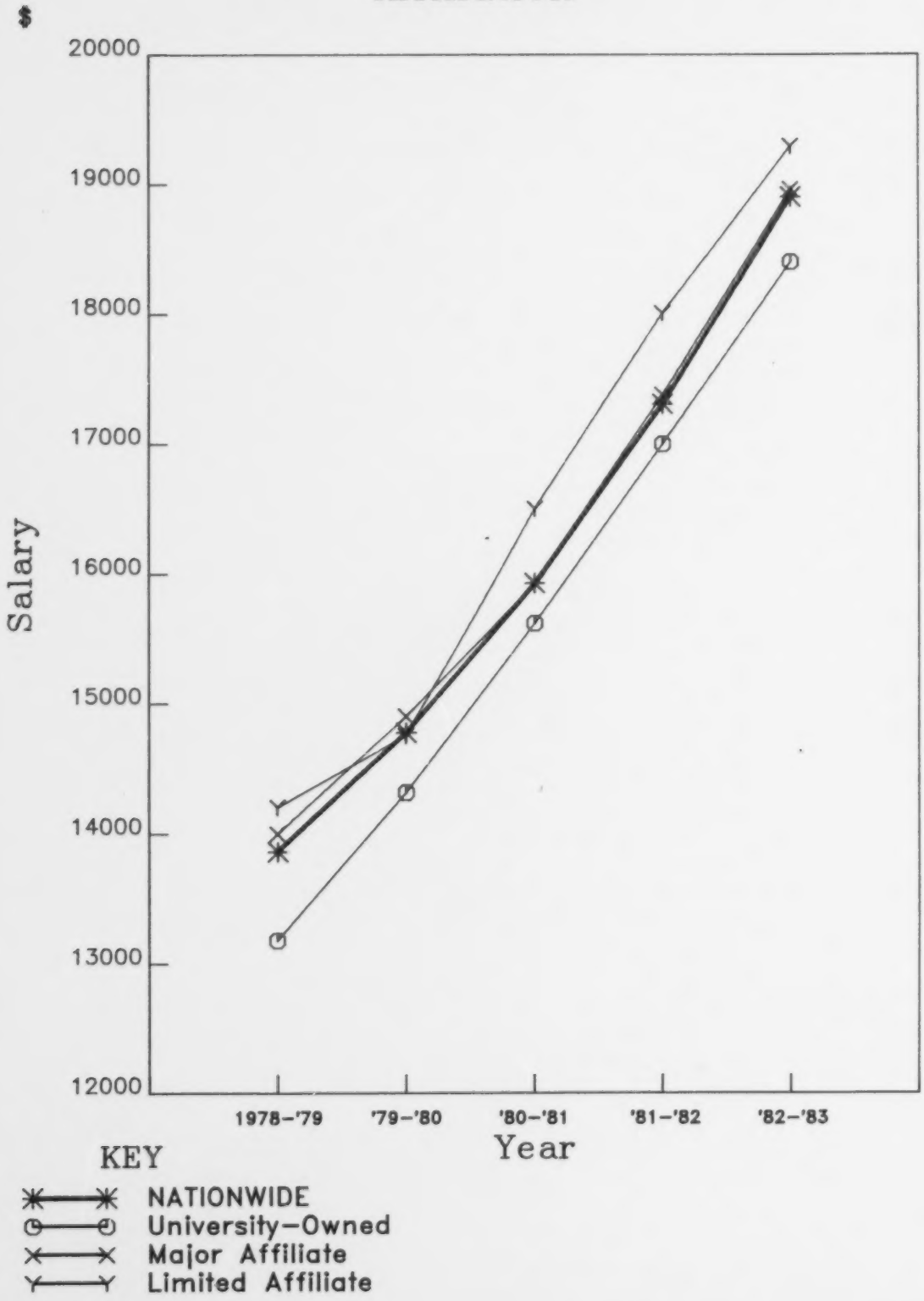

Table 12

University-Owned Hospitals: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	56	$17,181	$18,397	$18,187	$18,936
2nd Post-MD Year	56	18,156	19,512	19,384	20,291
3rd Post-MD Year	56	19,077	20,402	20,493	21,486
4th Post-MD Year	55	20,006	21,600	21,535	22,614
5th Post-MD Year	55	20,850	22,720	22,559	23,778
6th Post-MD Year	52	21,550	23,679	23,474	24,780
			1981-82		
1st Post-MD Year	56	$16,150	$17,101	$17,072	$17,611
2nd Post-MD Year	56	17,155	18,301	19,230	19,500
3rd Post-MD Year	56	17,975	19,252	19,268	20,500
4th Post-MD Year	55	18,795	20,350	20,261	21,575
5th Post-MD Year	55	19,615	21,323	21,242	22,600
6th Post-MD Year	52	20,500	21,903	22,111	23,427

Table 13

Major Affiliate: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	239	$17,848	$18,957	$19,026	$19,976
2nd Post-MD Year	239	18,775	20,082	20,328	21,380
3rd Post-MD Year	239	19,742	21,013	21,481	22,591
4th Post-MD Year	230	20,792	22,197	22,614	23,982
5th Post-MD Year	223	21,794	23,216	23,744	25,350
6th Post-MD Year	172	22,749	24,403	24,967	27,132
			1981-82		
1st Post-MD Year	239	$16,700	$17,580	$17,716	$18,644
2nd Post-MD Year	239	17,700	18,610	18,952	20,000
3rd Post-MD Year	239	18,474	19,515	20,027	21,100
4th Post-MD Year	230	19,500	20,601	21,088	22,180
5th Post-MD Year	223	20,368	21,689	22,166	23,580
6th Post-MD Year	172	21,420	22,777	23,362	25,200

Table 14

Limited Affiliate: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	49	$18,300	$19,289	$19,172	$20,000
2nd Post-MD Year	50	19,350	20,601	20,604	21,400
3rd Post-MD Year	50	20,450	21,551	21,880	22,684
4th Post-MD Year	47	21,400	23,180	23,055	24,250
5th Post-MD Year	44	22,450	24,365	24,306	25,830
6th Post-MD Year	24	23,800	25,583	25,847	27,820
			1981-82		
1st Post-MD Year	49	$16,940	$17,951	$17,926	$18,714
2nd Post-MD Year	50	18,193	19,349	19,287	20,081
3rd Post-MD Year	50	19,150	20,390	20,472	21,131
4th Post-MD Year	47	19,851	21,500	21,568	23,100
5th Post-MD Year	44	20,790	22,571	22,733	24,600
6th Post-MD Year	24	22,560	24,150	24,238	26,000

Table 15

Dollar and Percentage Increases in Average Housestaff Stipends, by Affiliation Relationship, for 1982-83 Compared with 1981-82, By Year of Training

	Dollar Increases, by Affiliation Relationship					
	University-Owned		Major Affiliate		Limited Affiliate	
Year of Training	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$1,296	$1,115	$1,377	$1,310	$1,338	$1,246
2nd Post-MD Year	1,211	1,154	1,472	1,376	1,252	1,317
3rd Post-MD Year	1,150	1,225	1,498	1,454	1,161	1,408
4th Post-MD Year	1,250	1,274	1,596	1,526	1,680	1,477
5th Post-MD Year	1,397	1,317	1,527	1,578	1,749	1,573
6th Post-MD Year	1,776	1,363	1,626	1,605	1,433	1,609
	Percentage Increases, by Affiliation Relationship					
1st Post-MD Year	7.6%	6.5%	7.8%	7.4%	7.5%	7.0%
2nd Post-MD Year	6.6	6.3	7.9	7.3	6.5	6.8
3rd Post-MD Year	6.0	6.3	7.9	7.3	6.5	6.8
4th Post-MD Year	6.1	6.3	7.7	7.2	7.8	6.8
5th Post-MD Year	6.6	6.2	7.0	7.1	7.9	6.9
6th Post-MD Year	8.1	6.2	7.1	6.9	5.9	6.6

Table 16

A Comparison of Median Housestaff Stipends for 1982-83,

By Year of Training and Hospital Ownership

Year of Training	State-Owned	Municipally-Owned	Church-Owned	Other, Nonprofit	Veterans Administration	Nationwide
	1982-83 Median Stipend, by Hospital Ownership					
1st Post-MD Year	$17,621	$18,001	$18,775	$19,000	$19,000	$18,900
2nd Post-MD Year	19,004	19,479	20,000	20,311	20,027	20,010
3rd Post-MD Year	20,001	20,440	20,999	21,401	21,000	21,021
4th Post-MD Year	21,218	21,203	22,004	22,469	21,999	22,124
5th Post-MD Year	22,200	22,727	23,101	23,627	23,000	23,216
6th Post-MD Year	23,200	23,819	24,400	24,765	24,196	24,402
	1982-83 Median Stipend as Percent of Nationwide Median, by Hospital Ownership					
1st Post-MD Year	93.2%	95.2%	99.3%	100.5%	100.5%	100.0%
2nd Post-MD Year	95.0	97.3	100.0	101.5	100.1	100.0
3rd Post-MD Year	95.1	97.2	99.9	101.8	99.9	100.0
4th Post-MD Year	95.9	95.8	99.5	101.6	99.4	100.0
5th Post-MD Year	95.6	97.9	99.5	101.8	99.1	100.0
6th Post-MD Year	95.1	97.6	100.0	101.5	99.2	100.0

Figure 3:
First Post-M.D. Year Median Salary Data:
A Five Year Comparison by
Type of Ownership

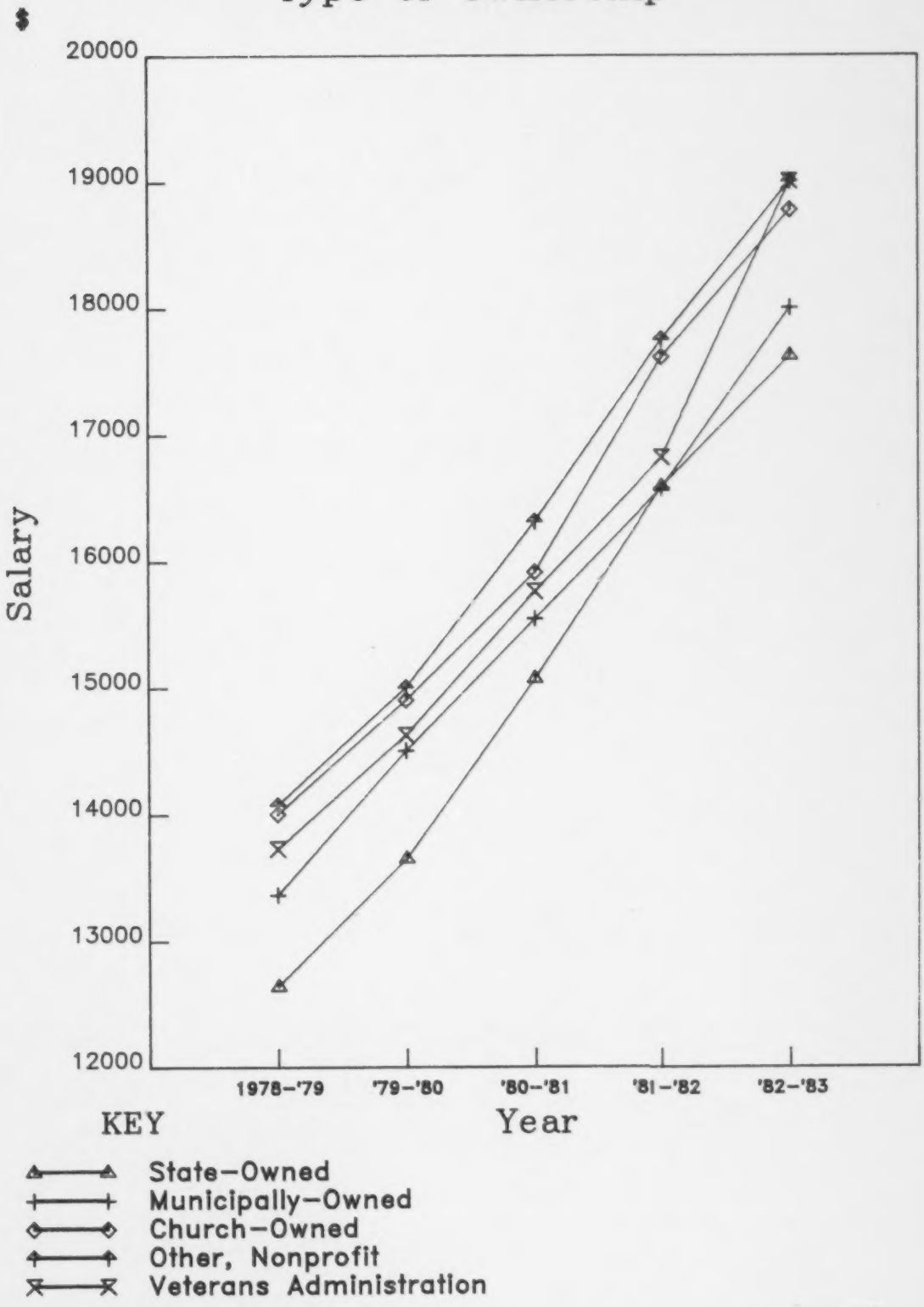

Table 17

State-Owned Hospitals: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	38	$17,100	$17,621	$17,573	$18,533
2nd Post-MD Year	38	18,100	19,004	18,697	19,898
3rd Post-MD Year	38	19,077	20,001	19,793	21,073
4th Post-MD Year	37	20,006	21,218	20,807	22,200
5th Post-MD Year	37	20,850	22,200	21,840	23,216
6th Post-MD Year	35	21,550	23,200	22,681	24,300
			1981-82		
1st Post-MD Year	38	$16,149	$16,701	$16,569	$17,500
2nd Post-MD Year	38	16,999	17,701	17,679	18,617
3rd Post-MD Year	38	17,850	18,652	18,692	19,554
4th Post-MD Year	37	18,750	19,560	19,694	20,727
5th Post-MD Year	37	19,615	20,427	20,682	21,971
6th Post-MD Year	35	20,435	21,388	21,519	23,147

Table 18

Municipally-Owned Hospitals: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	31	$17,385	$18,001	$18,665	$19,888
2nd Post-MD Year	31	18,362	19,479	20,319	22,810
3rd Post-MD Year	31	19,289	20,440	21,570	23,760
4th Post-MD Year	30	20,175	21,203	22,691	24,700
5th Post-MD Year	30	20,875	22,727	23,723	25,750
6th Post-MD Year	25	21,900	23,819	24,897	27,250
			1981-82		
1st Post-MD Year	31	$16,200	$16,996	$17,605	$19,579
2nd Post-MD Year	31	17,010	18,204	19,214	21,318
3rd Post-MD Year	31	17,860	19,114	20,403	23,294
4th Post-MD Year	30	18,975	20,063	21,520	23,982
5th Post-MD Year	30	19,714	21,039	22,502	24,741
6th Post-MD Year	25	20,700	22,644	23,565	25,370

Table 19

Church-Owned Hospitals: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	43	$18,000	$18,775	$19,007	$19,817
2nd Post-MD Year	43	19,350	20,000	20,290	21,304
3rd Post-MD Year	43	20,473	20,999	21,418	21,916
4th Post-MD Year	39	21,349	22,004	22,381	22,900
5th Post-MD Year	39	22,404	23,101	23,457	24,393
6th Post-MD Year	23	23,441	24,400	24,870	26,540
			1981-82		
1st Post-MD Year	43	$16,950	$17,495	$17,749	$18,714
2nd Post-MD Year	43	18,000	18,617	18,989	19,910
3rd Post-MD Year	43	19,000	19,553	20,003	20,841
4th Post-MD Year	39	19,851	20,726	20,882	21,940
5th Post-MD Year	39	20,550	21,760	21,900	23,257
6th Post-MD Year	23	21,639	23,100	23,324	24,804

Table 20

Other, Nonprofit Hospitals: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	169	$18,395	$19,000	$19,192	$20,000
2nd Post-MD Year	170	19,500	20,311	20,470	21,300
3rd Post-MD Year	170	20,500	21,401	21,641	22,500
4th Post-MD Year	163	21,500	22,469	22,822	24,075
5th Post-MD Year	153	22,450	23,627	24,011	25,534
6th Post-MD Year	106	23,500	24,765	25,201	27,132
			1981-82		
1st Post-MD Year	169	$17,000	$17,800	$17,825	$18,510
2nd Post-MD Year	170	18,062	18,900	19,025	19,855
3rd Post-MD Year	170	19,000	19,947	20,121	21,100
4th Post-MD Year	163	19,851	20,857	21,214	22,424
5th Post-MD Year	153	20,847	22,080	22,347	23,697
6th Post-MD Year	106	22,000	23,146	23,499	25,239

Table 21

Veterans Administration Hospitals: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	63	$17,382	$19,000	$19,016	$20,636
2nd Post-MD Year	63	18,406	20,027	20,339	21,568
3rd Post-MD Year	63	19,414	21,000	21,505	23,099
4th Post-MD Year	63	20,404	21,999	22,633	24,100
5th Post-MD Year	63	21,330	23,000	23,760	26,000
6th Post-MD Year	59	22,462	24,196	25,013	27,500
			1981-82		
1st Post-MD Year	63	$16,315	$17,425	$17,737	$19,242
2nd Post-MD Year	63	17,247	18,596	18,993	20,304
3rd Post-MD Year	63	18,170	19,441	20,089	21,283
4th Post-MD Year	63	19,063	20,483	21,135	22,084
5th Post-MD Year	63	19,958	21,370	22,193	23,276
6th Post-MD Year	59	20,832	22,717	23,390	25,065

Table 22

Dollar and Percentage Increases in Average Housestaff Stipends by Hospital Ownership, for 1982-83 Compared with 1981-82, By Year of Training

Year of Training	State-Owned		Municipally-Owned		Church-Owned		Other, Nonprofit		Veterans Administration	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
Dollar Increases, by Hospital Ownership										
1st Post-MD Year	$ 920	$1,004	$1,005	$1,060	$1,280	$1,258	$1,200	$1,367	$1,575	$1,279
2nd Post-MD Year	1,303	1,018	1,275	1,105	1,383	1,301	1,411	1,445	1,431	1,346
3rd Post-MD Year	1,349	1,101	1,326	1,168	1,446	1,415	1,454	1,520	1,559	1,416
4th Post-MD Year	1,658	1,113	1,140	1,171	1,278	1,499	1,612	1,608	1,516	1,498
5th Post-MD Year	1,773	1,158	1,688	1,221	1,341	1,557	1,547	1,664	1,630	1,567
6th Post-MD Year	1,812	1,162	1,175	1,332	1,300	1,546	1,619	1,702	1,473	1,623
Percentage Increases, by Hospital Ownership										
1st Post-MD Year	5.5%	6.1%	5.9%	6.0%	7.3%	7.1%	6.7%	7.7%	9.0%	7.2%
2nd Post-MD Year	7.4	5.8	7.0	5.8	7.4	7.0	7.0	7.7	7.1	7.4
3rd Post-MD Year	7.2	5.9	6.9	5.7	7.4	7.1	7.3	7.6	8.0	7.0
4th Post-MD Year	8.5	5.7	5.7	5.4	6.2	7.2	7.7	7.6	7.4	7.9
5th Post-MD Year	8.7	5.6	8.0	5.4	6.2	7.1	7.0	7.4	7.6	7.1
6th Post-MD Year	8.5	5.4	5.2	5.7	5.6	6.6	7.0	7.2	6.5	6.9

Table 23

A Comparison of Median Housestaff Stipends for 1982-83,
By Year of Training and Hospital Bed Size

Year of Training	384 or Fewer	385-523	524-704	705 or More	Nationwide
	1982-83 Median Stipend, by Hospital Bed Size				
1st Post-MD Year	$18,695	$18,663	$18,664	$19,119	$18,900
2nd Post-MD Year	19,957	19,980	20,010	20,330	20,010
3rd Post-MD Year	21,000	21,000	21,002	21,307	21,021
4th Post-MD Year	22,119	22,000	22,047	22,515	22,124
5th Post-MD Year	23,217	23,008	23,049	23,601	23,216
6th Post-MD Year	24,330	24,204	24,001	24,898	24,402
	1982-83 Median Stipend as Percent of Nationwide Median, by Hospital Bed Size				
1st Post-MD Year	98.9%	98.7%	98.8%	101.2%	100.0%
2nd Post-MD Year	99.7	99.9	100.0	101.6	100.0
3rd Post-MD Year	99.9	99.9	99.9	101.4	100.0
4th Post-MD Year	100.0	99.4	99.7	101.4	100.0
5th Post-MD Year	100.0	99.1	99.3	101.7	100.0
6th Post-MD Year	99.7	99.2	98.4	102.0	100.0

Table 24

Hospitals with 384 or Fewer Beds: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	88	$17,430	$18,695	$18,716	$19,700
2nd Post-MD Year	89	18,568	19,957	19,977	20,955
3rd Post-MD Year	89	19,504	21,000	21,131	22,290
4th Post-MD Year	86	20,434	22,119	22,304	23,744
5th Post-MD Year	82	21,442	23,217	23,387	25,200
6th Post-MD Year	65	22,462	24,330	24,330	25,425
			1981-82		
1st Post-MD Year	88	$16,575	$17,281	$17,495	$18,420
2nd Post-MD Year	89	17,700	18,500	18,702	19,801
3rd Post-MD Year	89	18,400	19,441	19,774	20,800
4th Post-MD Year	82	19,300	20,670	20,858	21,922
5th Post-MD Year	82	20,000	21,690	21,901	23,498
6th Post-MD Year	65	20,832	22,728	22,795	23,713

Table 25

Hospitals with 385-523 Beds: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	87	$17,500	$18,663	$18,751	$19,850
2nd Post-MD Year	87	18,540	19,980	20,083	21,000
3rd Post-MD Year	87	19,500	21,000	21,218	22,100
4th Post-MD Year	82	20,650	22,000	22,317	23,275
5th Post-MD Year	81	21,330	23,008	23,449	24,600
6th Post-MD Year	58	22,410	24,204	24,667	26,000
			1981-82		
1st Post-MD Year	87	$16,580	$17,280	$17,499	$18,500
2nd Post-MD Year	87	17,493	18,616	18,768	19,554
3rd Post-MD Year	87	18,400	19,519	19,825	20,841
4th Post-MD Year	82	19,400	20,488	20,879	21,940
5th Post-MD Year	81	20,300	21,410	21,979	23,500
6th Post-MD Year	58	20,900	22,720	23,171	25,238

Table 26

Hospitals 524-704 Beds: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
			1982-83		
1st Post-MD Year	78	$17,650	$19,119	$18,710	$19,800
2nd Post-MD Year	78	18,750	20,010	19,981	21,156
3rd Post-MD Year	78	19,700	21,002	21,134	24,205
4th Post-MD Year	75	20,447	22,047	22,258	24,205
5th Post-MD Year	71	21,500	23,049	23,373	25,750
6th Post-MD Year	50	21,900	24,001	24,232	27,200
			1981-82		
1st Post-MD Year	78	$16,338	$17,571	$17,465	$18,370
2nd Post-MD Year	78	17,515	18,611	18,681	19,656
3rd Post-MD Year	78	18,400	19,751	19,751	20,900
4th Post-MD Year	75	19,381	20,750	20,794	22,200
5th Post-MD Year	71	20,200	21,700	21,821	23,552
6th Post-MD Year	50	20,920	22,399	22,726	25,065

Table 27

Hospitals with 705 or More Beds: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1982-83			
1st Post-MD Year	91	$18,431	$19,119	$19,421	$20,200
2nd Post-MD Year	91	19,550	20,330	20,773	21,568
3rd Post-MD Year	91	20,300	21,307	21,984	23,222
4th Post-MD Year	89	21,000	22,515	23,054	24,200
5th Post-MD Year	88	21,927	23,601	24,188	26,076
6th Post-MD Year	75	23,073	24,898	25,488	27,820
		1981-82			
1st Post-MD Year	91	$17,100	$17,850	$18,068	$19,080
2nd Post-MD Year	91	18,193	19,000	19,344	20,320
3rd Post-MD Year	91	19,075	19,915	20,482	21,400
4th Post-MD Year	89	19,804	20,900	21,492	22,964
5th Post-MD Year	88	20,767	22,045	22,569	24,632
6th Post-MD Year	75	21,779	23,510	23,837	26,200

Table 28

Dollar and Percentage Increases in Housestaff Stipends
by Hospital Bed Size, for 1982-83 Compared with 1981-82,
By Year of Training

	Dollar Increases, by Hospital Bed Size							
	384 or Fewer		385-523		524-704		705 or More	
Year of Training	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$1,414	$1,221	$1,383	$1,252	$1,093	$1,245	$1,269	$1,353
2nd Post-MD Year	1,457	1,275	1,364	1,315	1,399	1,300	1,330	1,429
3rd Post-MD Year	1,559	1,357	1,481	1,393	1,251	1,383	1,392	1,502
4th Post-MD Year	1,449	1,446	1,512	1,438	1,297	1,464	1,615	1,562
5th Post-MD Year	1,527	1,527	1,598	1,470	1,349	1,552	1,556	1,619
6th Post-MD Year	1,602	1,602	1,484	1,496	1,602	1,506	1,388	1,651
	Percentage Increases, by Hospital Bed Size							
1st Post-MD Year	8.2%	7.0%	8.9%	7.2%	6.2%	7.1%	7.1%	7.5%
2nd Post-MD Year	7.9	6.8	7.3	7.0	7.5	7.0	7.0	7.4
3rd Post-MD Year	8.0	6.9	7.6	7.0	6.3	7.0	7.0	7.3
4th Post-MD Year	7.0	6.9	7.4	6.9	6.2	7.0	7.7	7.3
5th Post-MD Year	7.0	6.8	7.5	6.9	6.2	7.1	7.1	7.2
6th Post-MD Year	7.0	6.7	6.5	6.5	7.2	6.6	5.9	6.9

Table 29

Akron-Youngstown-Canton, Ohio: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,145	$17,650	$21,000	5
2nd Post-MD Year	20,375	18,750	23,400	5
3rd Post-MD Year	21,615	19,850	25,800	5
4th Post-MD Year	22,885	20,850	28,200	5
5th Post-MD Year	24,125	21,500	30,600	4
6th Post-MD Year	*	*	*	
		1981-82		
1st Post-MD Year	$17,670	$16,200	$19,500	5
2nd Post-MD Year	18,790	17,175	21,000	5
3rd Post-MD Year	19,910	18,150	23,400	5
4th Post-MD Year	21,030	19,125	25,800	5
5th Post-MD Year	22,263	20,200	28,200	4
6th Post-MD Year	*	*	*	

*Too few respondents to report data.

Table 30

Atlanta, Georgia: Housestaff Stipends for 1982-83
and 1981-82, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$17,349	$17,100	$17,848	3
2nd Post-MD Year	17,950	17,700	18,450	3
3rd Post-MD Year	18,551	18,300	19,052	3
4th Post-MD Year	19,151	18,900	19,654	3
5th Post-MD Year	19,752	19,500	20,255	3
6th Post-MD Year	20,352	20,100	20,857	3
		1981-82		
1st Post-MD Year	$15,998	$15,840	$16,315	3
2nd Post-MD Year	16,599	16,440	16,916	3
3rd Post-MD Year	17,199	17,040	17,518	3
4th Post-MD Year	17,800	17,640	18,120	3
5th Post-MD Year	18,401	18,240	18,722	3
6th Post-MD Year	19,001	18,840	19,324	3

Table 31

Baltimore, Maryland: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,199	$17,400	$19,769	8
2nd Post-MD Year	19,251	18,267	21,507	8
3rd Post-MD Year	20,138	19,134	22,705	8
4th Post-MD Year	21,132	20,001	24,252	8
5th Post-MD Year	22,109	20,850	25,800	7
6th Post-MD Year	23,263	21,550	27,348	6
		1981-82		
1st Post-MD Year	$17,043	$16,500	$18,650	8
2nd Post-MD Year	18,014	17,300	20,290	8
3rd Post-MD Year	18,907	18,223	21,420	8
4th Post-MD Year	19,896	18,975	22,880	8
5th Post-MD Year	20,870	19,675	24,340	7
6th Post-MD Year	21,996	20,375	25,800	6

Table 32

Boston, Massachusetts: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$20,390	$18,681	$21,960	13
2nd Post-MD Post	21,494	19,658	23,039	13
3rd Post-MD Year	22,651	20,757	24,120	13
4th Post-MD Year	24,058	21,978	25,200	13
5th Post-MD Year	25,535	23,199	26,717	12
6th Post-MD Year	27,862	26,540	29,093	8
		1981-82		
1st Post-MD Year	$18,853	$15,150	$20,523	13
2nd Post-MD Year	19,893	16,030	21,531	13
3rd Post-MD Year	20,977	17,020	22,541	13
4th Post-MD Year	22,271	18,120	23,552	13
5th Post-MD Year	23,621	19,220	24,894	12
6th Post-MD Year	26,042	24,800	26,994	8

Table 33

Chicago, Illinois: Housestaff Stipends for 1982-83 and 1981-82, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,453	$17,760	$20,800	17
2nd Post-MD Year	20,468	18,648	21,900	17
3rd Post-MD Year	21,448	19,584	23,050	17
4th Post-MD Year	22,562	20,568	24,200	16
5th Post-MD Year	23,715	21,588	25,700	15
6th Post-MD Year	24,571	22,668	26,500	10
		1981-82		
1st Post-MD Year	$18,347	$16,756	$19,286	17
2nd Post-MD Year	19,347	17,594	20,086	17
3rd Post-MD Year	20,341	18,474	21,131	17
4th Post-MD Year	21,360	19,386	22,181	16
5th Post-MD Year	22,440	20,010	24,210	15
6th Post-MD Year	23,556	21,386	24,540	10

Table 34

Cincinnati, Ohio: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,829	$18,092	$19,414	4
2nd Post-MD Year	19,782	18,875	20,951	4
3rd Post-MD Year	20,570	18,950	22,174	4
4th Post-MD Year	21,157	19,075	22,317	4
5th Post-MD Year	22,004	19,225	23,542	4
6th Post-MD Year	23,086	19,600	24,764	4
		1981-82		
1st Post-MD Year	$17,321	$16,599	$18,144	4
2nd Post-MD Year	18,368	17,634	19,580	4
3rd Post-MD Year	19,143	18,000	20,723	4
4th Post-MD Year	19,704	18,200	20,857	4
5th Post-MD Year	20,503	18,400	22,000	4
6th Post-MD Year	21,516	18,800	23,144	4

Table 35

Cleveland, Ohio: Housestaff Stipends for 1982-83 and 1981-82,
By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,700	$19,500	$20,000	5
2nd Post-MD Year	20,550	20,300	21,000	5
3rd Post-MD Year	21,340	21,150	21,700	5
4th Post-MD Year	22,210	22,000	22,550	5
5th Post-MD Year	23,060	22,900	23,500	5
6th Post-MD Year	23,925	23,800	24,300	4
		1981-82		
1st Post-MD Year	$18,149	$17,800	$18,700	5
2nd Post-MD Year	18,959	18,600	19,550	5
3rd Post-MD Year	19,779	19,450	20,294	5
4th Post-MD Year	20,659	20,300	21,250	5
5th Post-MD Year	21,489	21,200	22,044	5
6th Post-MD Year	22,411	22,100	22,944	4

Table 36

Dallas, Texas: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$17,265	$16,500	$17,898	5
2nd Post-MD Year	18,281	17,500	18,876	5
3rd Post-MD Year	19,260	18,500	19,916	5
4th Post-MD Year	20,190	19,500	20,789	5
5th Post-MD Year	21,190	20,500	21,808	5
6th Post-MD Year	22,502	22,033	22,993	3
		1981-1982		
1st Post-MD Year	$15,932	$15,038	$16,428	5
2nd Post-MD Year	16,851	15,891	17,322	5
3rd Post-MD Year	17,765	16,764	18,300	5
4th Post-MD Year	18,607	17,576	19,111	5
5th Post-MD Year	19,486	18,262	20,047	5
6th Post-MD Year	20,853	20,592	21,150	3

Table 37

Detroit, Michigan: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$20,325	$19,610	$21,860	7
2nd Post-MD Year	21,061	20,310	22,810	7
3rd Post-MD Year	21,843	21,010	23,760	7
4th Post-MD Year	22,589	21,710	24,700	7
5th Post-MD Year	23,573	22,410	25,660	6
6th Post-MD Year	24,330	23,110	26,600	6
		1981-1982		
1st Post-MD Year	$18,974	$18,500	$20,431	7
2nd Post-MD Year	19,713	19,200	21,318	7
3rd Post-MD Year	20,468	19,900	22,204	7
4th Post-MD Year	21,193	20,600	23,091	7
5th Post-MD Year	22,075	21,300	23,977	6
6th Post-MD Year	22,809	22,000	24,863	6

Table 38

District of Columbia: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,011	$17,591	$22,283	7
2nd Post-MD Year	20,819	19,250	23,721	7
3rd Post-MD Year	21,998	20,683	25,158	7
4th Post-MD Year	23,079	21,570	26,515	7
5th Post-MD Year	23,552	22,481	24,586	6
6th Post-MD Year	24,528	23,356	25,576	5
		1981-1982		
1st Post-MD Year	$17,828	$16,753	$20,443	7
2nd Post-MD Year	19,520	18,333	21,762	7
3rd Post-MD Year	20,624	19,698	23,081	7
4th Post-MD Year	21,640	20,543	24,326	7
5th Post-MD Year	22,183	21,410	23,692	6
6th Post-MD Year	22,813	22,244	23,573	5

Table 39

Hartford, Connecticut: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,965	$18,600	$19,700	6
2nd Post-MD Year	20,060	19,650	20,825	6
3rd Post-MD Year	21,202	20,800	21,975	6
4th Post-MD Year	22,390	22,000	23,100	6
5th Post-MD Year	23,465	22,900	24,250	6
6th Post-MD Year	24,652	24,100	25,425	5
		1981-1982		
1st Post-MD Year	$17,503	$17,175	$18,250	6
2nd Post-MD Year	18,516	18,200	19,275	6
3rd Post-MD Year	19,557	19,150	20,350	6
4th Post-MD Year	20,649	20,250	21,400	6
5th Post-MD Year	22,166	21,100	24,400	6
6th Post-MD Year	22,749	22,250	23,550	5

Table 40

Houston, Texas: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,720	$18,101	$18,946	4
2nd Post-MD Year	19,987	18,834	20,456	4
3rd Post-MD Year	20,984	19,936	21,385	4
4th Post-MD Year	22,056	20,792	22,515	4
5th Post-MD Year	22,993	21,892	23,415	4
6th Post-MD Year	24,293	22,749	24,834	4
		1981-1982		
1st Post-MD Year	$17,228	$17,169	$17,405	4
2nd Post-MD Year	18,475	18,110	18,596	4
3rd Post-MD Year	19,373	19,169	19,441	4
4th Post-MD Year	20,273	19,992	20,366	4
5th Post-MD Year	21,116	21,050	21,138	4
6th Post-MD Year	22,347	21,874	22,505	4

Table 41

Indianapolis, Indiana: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,167	$17,152	$18,714	3
2nd Post-MD Year	19,230	17,972	19,957	3
3rd Post-MD Year	20,385	18,792	21,361	3
4th Post-MD Year	*	*	*	
5th Post-MD Year	*	*	*	
6th Post-MD Year	*	*	*	
		1981-1982		
1st Post-MD Year	$17,475	$16,335	$18,714	3
2nd Post-MD Year	18,514	17,155	19,957	3
3rd Post-MD Year	19,631	17,975	21,002	3
4th Post-MD Year	*	*	*	
5th Post-MD Year	*	*	*	
6th Post-MD Year	*	*	*	

*Too few respondents to report data.

Table 42

Long Island, New York: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$20,737	$18,397	$23,328	5
2nd Post-MD Year	22,312	19,479	24,953	5
3rd Post-MD Year	23,627	20,440	26,580	5
4th Post-MD Year	24,845	21,652	28,205	5
5th Post-MD Year	26,329	22,737	29,832	5
6th Post-MD Year	26,492	23,819	28,390	4
		1981-1982		
1st Post-MD Year	$19,438	$16,996	$21,600	5
2nd Post-MD Year	20,939	17,997	23,105	5
3rd Post-MD Year	22,214	18,997	24,611	5
4th Post-MD Year	23,350	20,004	26,116	5
5th Post-MD Year	24,883	21,006	27,622	5
6th Post-MD Year	25,191	22,006	26,750	4

Table 43

Los Angeles, California: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,585	$18,024	$22,287	9
2nd Post-MD Year	22,954	19,980	26,715	9
3rd Post-MD Year	25,036	21,924	29,271	9
4th Post-MD Year	26,908	23,244	31,357	9
5th Post-MD Year	28,765	25,200	33,386	9
6th Post-MD Year	30,681	25,920	35,486	8
		1981-1982		
1st Post-MD Year	$18,479	$16,948	$20,636	9
2nd Post-MD Year	21,650	18,934	24,763	9
3rd Post-MD Year	23,616	20,574	27,103	9
4th Post-MD Year	25,425	22,200	29,034	9
5th Post-MD Year	27,132	23,697	30,913	9
6th Post-MD Year	29,022	25,300	32,857	8

Table 44

Milwaukee, Wisconsin: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,056	$17,168	$19,345	4
2nd Post-MD Year	19,052	18,062	20,578	4
3rd Post-MD Year	19,966	18,957	21,475	4
4th Post-MD Year	20,882	19,851	22,384	4
5th Post-MD Year	21,846	20,745	23,490	4
6th Post-MD Year	22,812	21,639	24,598	4
		1981-1982		
1st Post-MD Year	$17,353	$17,168	$17,909	4
2nd Post-MD Year	18,310	18,062	19,053	4
3rd Post-MD Year	19,189	18,957	19,885	4
4th Post-MD Year	20,068	19,851	20,717	4
5th Post-MD Year	20,996	20,745	21,750	4
6th Post-MD Year	21,923	21,639	22,776	7

Table 45

Minneapolis, Minnesota: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,737	$17,496	$21,052	4
2nd Post-MD Year	19,627	18,370	21,928	4
3rd Post-MD Year	20,569	19,289	22,861	4
4th Post-MD Year	21,953	20,808	23,850	3
5th Post-MD Year	23,186	22,308	24,532	3
6th Post-MD Year	*	*	*	
		1981-1982		
1st Post-MD Year	$17,349	$16,200	$19,494	4
2nd Post-MD Year	18,174	17,010	20,304	4
3rd Post-MD Year	19,045	17,860	21,168	4
4th Post-MD Year	20,509	19,631	22,084	3
5th Post-MD Year	21,659	21,034	22,715	3
6th Post-MD Year	*	*	*	

*Too few respondents to report data.

Table 46

Newark, New Jersey: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,701	$19,427	$20,466	5
2nd Post-MD Year	21,015	20,642	22,170	5
3rd Post-MD Year	21,806	21,444	23,058	5
4th Post-MD Year	22,663	22,235	24,229	5
5th Post-MD Year	23,512	23,007	25,436	5
6th Post-MD Year	24,295	23,785	26,290	5
		1981-1982		
1st Post-MD Year	$18,050	$17,495	$18,950	5
2nd Post-MD Year	19,280	18,617	20,528	5
3rd Post-MD Year	20,011	19,312	21,350	5
4th Post-MD Year	20,809	20,024	22,435	5
5th Post-MD Year	21,599	20,720	23,552	5
6th Post-MD Year	22,328	21,420	24,343	5

Table 47

New York City, New York: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$21,866	$19,579	$24,375	21
2nd Post-MD Year	23,803	21,312	26,411	22
3rd Post-MD Year	25,857	23,294	28,729	22
4th Post-MD Year	26,893	23,982	29,539	21
5th Post-MD Year	27,741	24,741	30,425	22
6th Post-MD Year	23,391	25,370	31,164	21
		1981-1982		
1st Post-MD Year	$20,522	$19,500	$22,159	21
2nd Post-MD Year	22,300	20,700	24,010	22
3rd Post-MD Year	24,188	21,900	26,117	22
4th Post-MD Year	25,200	23,100	26,854	21
5th Post-MD Year	26,007	24,200	27,659	22
6th Post-MD Year	26,706	25,200	28,331	21

Table 48

Philadelphia, Pennsylvania: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,033	$16,000	$20,134	12
2nd Post-MD Year	20,366	16,800	21,840	12
3rd Post-MD Year	21,484	17,600	23,233	12
4th Post-MD Year	22,614	18,400	24,752	12
5th Post-MD Year	23,716	19,200	26,000	12
6th Post-MD Year	25,326	22,450	27,494	9
		1981-1982		
1st Post-MD Year	$17,639	$15,400	$18,607	12
2nd Post-MD Year	18,822	16,200	20,072	12
3rd Post-MD Year	19,866	17,000	21,535	12
4th Post-MD Year	20,922	17,800	23,010	12
5th Post-MD Year	21,949	18,600	24,475	12
6th Post-MD Year	23,409	20,600	25,938	9

Table 49

Pittsburgh, Pennsylvania: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,134	$18,663	$20,300	8
2nd Post-MD Year	20,558	20,082	21,700	8
3rd Post-MD Year	22,207	21,768	23,200	8
4th Post-MD Year	23,915	23,562	24,906	8
5th Post-MD Year	25,857	25,350	27,132	8
6th Post-MD Year	27,500	27,132	28,501	7
		1981-1982		
1st Post-MD Year	$17,599	$17,280	$18,300	8
2nd Post-MD Year	18,911	18,594	19,615	8
3rd Post-MD Year	20,479	20,250	21,283	8
4th Post-MD Year	22,057	21,700	22,964	8
5th Post-MD Year	23,836	23,000	25,239	8
6th Post-MD Year	25,258	24,300	26,303	7

Table 50

Providence, Rhode Island: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,771	$18,430	$18,990	5
2nd Post-MD Year	19,579	19,063	19,960	5
3rd Post-MD Year	20,739	20,295	21,000	5
4th Post-MD Year	22,041	21,533	22,320	5
5th Post-MD Year	23,535	22,950	23,850	5
6th Post-MD Year	25,201	24,556	25,570	4
		1981-1982		
1st Post-MD Year	$17,477	$17,065	$17,582	5
2nd Post-MD Year	18,361	17,895	18,480	5
3rd Post-MD Year	19,310	18,792	19,440	5
4th Post-MD Year	20,524	19,938	20,671	5
5th Post-MD Year	21,914	21,250	22,081	5
6th Post-MD Year	23,444	22,737	23,680	4

Table 51

Rochester, New York: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$17,700	$17,700	$17,700	5
2nd Post-MD Year	18,700	18,700	18,700	5
3rd Post-MD Year	19,700	19,700	19,700	5
4th Post-MD Year	20,400	20,400	20,400	5
5th Post-MD Year	21,100	21,100	21,100	4
6th Post-MD Year	*	*	*	
		1981-1982		
1st Post-MD Year	$16,700	$16,700	$16,700	5
2nd Post-MD Year	17,700	17,700	17,700	5
3rd Post-MD Year	18,400	18,400	18,400	5
4th Post-MD Year	19,100	19,100	19,100	5
5th Post-MD Year	19,800	19,800	19,800	4
6th Post-MD Year	*	*	*	

*Too few respondents to report data.

Table 52

San Francisco, California: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,333	$18,200	$21,681	7
2nd Post-MD Year	21,447	20,350	23,859	7
3rd Post-MD Year	23,246	21,400	26,037	7
4th Post-MD Year	24,841	22,500	27,731	7
5th Post-MD Year	26,357	23,500	29,304	7
6th Post-MD Year	27,348	24,500	30,756	5
		1981-1982		
1st Post-MD Year	$17,827	$16,821	$19,710	7
2nd Post-MD Year	19,796	18,825	21,690	7
3rd Post-MD Year	21,439	20,000	23,670	7
4th Post-MD Year	22,895	21,000	25,210	7
5th Post-MD Year	24,299	22,000	26,640	7
6th Post-MD Year	25,263	23,000	27,960	5

Table 53

Seattle, Washington: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$17,190	$17,184	$17,206	4
2nd Post-MD Year	18,220	18,216	18,233	4
3rd Post-MD Year	19,251	19,248	19,260	4
4th Post-MD Year	20,282	20,280	20,287	4
5th Post-MD Year	21,314	21,312	21,314	4
6th Post-MD Year	22,343	22,342	22,344	4
		1981-1982		
1st Post-MD Year	$15,903	$15,726	$16,080	4
2nd Post-MD Year	16,823	16,605	17,040	4
3rd Post-MD Year	17,802	17,604	18,000	4
4th Post-MD Year	18,752	18,543	18,960	4
5th Post-MD Year	19,700	19,479	19,920	4
6th Post-MD Year	20,651	20,421	20,880	4

Table 54

St. Louis, Missouri: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$19,071	$18,936	$19,817	7
2nd Post-MD Year	20,199	20,000	21,342	7
3rd Post-MD Year	21,097	20,952	21,916	7
4th Post-MD Year	21,947	21,500	22,568	7
5th Post-MD Year	22,883	22,000	23,620	6
6th Post-MD Year	24,104	22,500	24,513	6
		1981-1982		
1st Post-MD Year	$17,832	$17,611	$18,310	7
2nd Post-MD Year	18,814	18,500	19,690	7
3rd Post-MD Year	19,657	19,000	20,210	7
4th Post-MD Year	20,384	19,500	20,845	7
5th Post-MD Year	21,252	20,000	21,782	6
6th Post-MD Year	22,158	20,500	22,703	6

Table 55

All Other Cities: Housestaff Stipends for 1982-83 and 1981-82, by Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1982-83		
1st Post-MD Year	$18,393	$10,020	$23,810	144
2nd Post-MD Year	19,639	10,560	27,220	144
3rd Post-MD Year	20,733	11,760	31,182	144
4th Post-MD Year	21,842	12,960	33,457	136
5th Post-MD Year	22,912	14,160	35,047	133
6th Post-MD Year	23,837	15,360	36,645	92
		1981-1982		
1st Post-MD Year	$17,197	$10,020	$22,676	144
2nd Post-MD Year	18,399	10,560	26,857	144
3rd Post-MD Year	19,409	11,760	29,697	144
4th Post-MD Year	20,444	12,960	31,864	136
5th Post-MD Year	21,460	14,160	33,378	133
6th Post-MD Year	22,398	15,360	34,900	92

CHAPTER II

HOUSESTAFF BENEFITS

The fringe benefits received by the housestaff are surveyed annually, also. Included on the questionnaire are data on health benefits, housing and meals, vacation time, and other benefits. In this chapter, these benefits are examined on a national basis as well as by region, affiliation relationship, ownership, and by bed size.

HEALTH BENEFITS (Tables 56 to 61)

Hospitalization

The most common health benefit provided to housestaff and their dependents is hospitalization, followed closely by major medical coverage. Eighty-eight percent of the respondents provide hospitalization to both housestaff and dependents, while another 10% furnish this benefit to just the housestaff. This represents a slight increase in the percent of respondents providing this benefit to both housestaff and dependents since 1979. (83% reported it in 1979, 85% in 1980 and 1981.)

There are no significant differences among the responding hospitals when they are grouped by type of affiliation relationship. However, when they are grouped by type of ownership, the hospitals in the church-owned, and other nonprofit groups have the highest percentage providing this benefit. The VA hospitals have the smallest percentage providing this benefit. When examined by the bed-size categories, there is a difference of 5% between the group with the highest percentage of facilities providing hospitalization to both housestaff and dependents (384 to 523 beds) and the group with the lowest percentage (384 or fewer beds).

Major Medical

Eighty-five percent of the responding COTH members reported providing major medical coverage to both housestaff and their dependents, and another 9% reported providing it to housestaff only. This represents a shift of about three percent from last year's data in which 81% of the respondents provided this benefit to both and 12% provided it to just housestaff.

No significant differences in the provision of this benefit are apparent among the three types of affiliation relationships. However, the ownership groupings show a wide variation that follows the same pattern as previously noted in the discussion of hospitalization benefits; that is, the group with the greatest proportion of hospitals providing this benefit to both housestaff and dependents is the other nonprofit (90%) and the group with the smallest proportion is the VA (69%). The hospitals with between 384 and 523 beds have the highest proportion that report providing this benefit to housestaff and dependents (89%), when the hospitals are grouped by bed-size.

Dental

Sixty-nine percent of the responding facilities provide the full or partial cost of dental coverage to their housestaff and their dependents. This represents a significant increase since 1981 in COTH members who provide some type of dental coverage. Last year's survey found only 55% of the COTH members provided dental coverage.

The frequency of provision of this benefit varies more among the groups than any other benefit. For example, in the south, 26% provide dental coverage for both housestaff and dependents and another 14% provide it for just housestaff, while in the West, 75% provide it to both housestaff and dependents and another 9% provide it to housestaff alone. Fifty-two percent of the university-owned facilities did not provide dental coverage to either housestaff or dependents, while only 22% of the limited affiliates did not have this benefit. Fifty-eight percent of the state-owned facilities did not provide this benefit while it was absent from the benefit package of only 18% of the other nonprofits.

Drug Prescriptions

Slightly less than two-thirds of the respondents reported including prescriptions as a benefit for housestaff and dependents, and another 11% include it for just housestaff. These figures are nearly equivalent to those in last year's survey. As with the other health benefits in the survey, the southern hospitals have a smaller proportion providing this benefit for housestaff and their dependents than in any other region. Additionally, only 46% of the VA hospitals include this benefit for both housestaff and dependents, while between 63 and 77% of the hospitals in the other categories have this benefit.

Employee Health Service

Hospital employee health services are defined as health services provided at the hospital to housestaff and/or dependents free or at a reduced rate. Only 20% of the respondents do not provide this service to housestaff at all, and nearly half (48%) of the respondents make it available to housestaff, but not their dependents. Again, the South has the smallest percentage (22%) of hospitals providing this service to both housestaff and dependents, but it has the largest percentage (58%) providing it to housestaff only. The West has the largest percentage of institutions (35%) not providing this benefit at all. This benefit is less frequently provided in university-owned hospitals, state-owned hospitals, and hospitals with fewer than 384 beds than in any of the other groups.

Psychiatric Counseling

The responses on psychiatric counseling provided for housestaff are being reported in this survey for the first time in several years. Less than half of the respondents (42%) report providing this service for housestaff. Again, this benefit is provided with less frequency in the southern, VA, and under 385 bed facilities.

Amount of Premium Contribution

Another characteristic of the health insurance benefits that is assessed in this survey is the portion of the premium cost paid by the employer. As shown on Table 61, more than three quarters of the COTH members pay the full cost of the premiums for their housestaff, and nearly two-thirds pay the full cost for dependents of the housestaff. Practically all of the COTH members provide at least some portion of the premium cost for housestaff and dependents. In last year's survey, 12% of the respondents reported not contributing toward the premium cost for the dependents, but this year, that figure has dropped to 0.4%.

Full premium cost health insurance for housestaff is paid most frequently in institutions in northeastern, limited affiliate, other nonprofit, and 523 to 704 bed hospitals. The most atypical group in the payment of the cost of the health insurance premium is the VA, in which only 28.1% reported paying full cost.

NON-HEALTH BENEFITS (Tables 62 to 68)

The same six non-health benefits are included in the survey this year as in last year's survey. They are: life insurance, disability insurance, parking, housing, meals, and vacation time. For the first five benefits, participants were asked whether the hospital provided full cost, part of the cost, or none of the cost for these benefits for first year housestaff. The hospitals were asked how many weeks of vacation they provided to first and second year residents.

Parking

As in last year's survey, parking is the most commonly provided non-health benefit, with 77% of the hospitals reporting that they contributed all or part of the cost of parking for their first year housestaff. Unlike the health benefits, the northeast region hospitals pay the full cost of parking less often than the hospitals in the other regions. The full costs of this benefit is most commonly paid in midwestern hospitals.

There is a significant difference in the provision of parking benefits among the hospital grouped by affiliation relationships. Only slightly more than a third of the university-owned hospitals pay the full cost, while more than four-fifths of the limited affiliates pay the full cost. Due to the high correlation between hospitals in the university-owned and state-owned hospital categories, it is not surprising that a smaller percentage of the state-owned hospitals report paying the full cost of this benefit than any of the other ownership categories. When examined by bed-size, hospitals with between 524 and 704 beds pay the full cost of parking more often than hospitals in the other bed-size categories.

Life Insurance

The provision of life insurance is the second most common non-health benefit, according to the survey data. Two-thirds of the hospitals pay the full cost and an additional 13% pay a portion of the cost of this benefit.

The limited affiliates pay the full cost more frequently than major affiliates or university-owned hospitals, but almost never pay just part of the cost. Approximately a quarter of the VA hospitals pay the full cost of the life insurance benefit, while more than 3 times this percentage of church-owned and other nonprofit hospitals pay full cost.

Disability Insurance

Approximately half of the respondents reported paying the full cost of disability insurance, and another 10% pay part of the cost. The full cost of this benefit is most commonly paid by limited affiliates, other nonprofits, and hospitals with fewer than 384 beds. Limited affiliate, church-owned, other nonprofit and municipally-owned hospitals rarely report paying part of the cost.

Meals

About a third of the responding members reported paying the full cost of meals for their first year housestaff, and another third reported paying part of the cost. Subsidized meals were provided at approximately 80% of the hospitals that are limited affiliates, midwestern, church-owned, or have 524 to 704 beds. Many respondents found this question difficult to answer as asked, thus, caution should be taken when using this data.

Housing

Only 7% of the responding hospitals reported paying the full cost of housing for first year residents. A large proportion (70%) of respondents do not provide any portion of the cost of housing. None of the western hospitals or the VA hospitals reported paying the full cost of this benefit. The groups reporting the largest percentage of hospitals paying full or part of the cost of housing are the northeastern hospitals and the church-owned hospitals. (47% of the hospitals in both groups subsidize the housing expense).

Annual Vacation

Nearly half (47%) of all the respondents reported providing two weeks of vacation to first year housestaff, while a third (33%) reported providing three weeks vacation and a fifth (20%) provide four or more weeks. These figures show only a slight trend toward giving more vacation benefits than reported in last year's survey. Among the categories of hospitals, more than a third of the northeastern hospitals provide four or more weeks of vacation, which is a substantially greater proportion than in any other area of the country. The largest change in the provision of vacation benefits is in the western hospitals where last year only 5% reported allowing first year housestaff four or more weeks of vacation, and this year, 21% reported providing this much vacation.

Almost three-fifths of the hospitals (59%) grant three weeks of vacation to second year residents and another quarter (26%) provide four or more weeks. These figures do not deviate significantly from last year's. Interestingly, a smaller portion of the limited affiliates and the municipally-owned hospitals reported providing four or more weeks vacation to second year residents than last year (19% compared to 27% for limited affiliates and 22% compared to 35% for municipally-owned hospitals).

Table 56

Health Benefits Provided to

Housestaff and Dependents, Nationwide

Benefit	Benefit for	Number of Hospitals	Percentage
Hospitalization	Housestaff and Dependents	306	88%
	Housestaff Only	33	10
	Not Provided	8	2
	TOTAL	347	100%
Major Medical	Housestaff and Dependents	291	85%
	Housestaff Only	32	9
	Dependents Only	2	1
	Not Provided	19	6
	TOTAL	344	100%
Dental	Housestaff and Dependents	194	56%
	Housestaff Only	44	13
	Dependents Only	1	0
	Not Provided	108	31
	TOTAL	347	100%
Drug Prescriptions	Housestaff and Dependents	216	63%
	Housestaff Only	38	11
	Not Provided	89	26
	TOTAL	343	100%
Hospital Employee Health Service	Housestaff and Dependents	109	32%
	Housestaff Only	167	48
	Not Provided	69	20
	TOTAL	345	100%
Psychiatric Counseling	Housestaff	146	42%
	Not Provided	203	58
	TOTAL	349	100%

Table 57

Health Benefits Provided to

Housestaff and Dependents, By Geographic Region

Benefit	Benefit for	Geographic Region: Northeastern (N=142)	Southern (N=59)	Midwestern (N=103)	Western (N=43)	Nationwide (N=347)
Hospitalization	Housestaff and Dependents	90%	73%	92%	93%	88%
	Housestaff Only	7	22	7	7	10
	Not Provided	3	5	1	0	2
	TOTAL	100%	100%	100%	100%	100%
Major Medical	Housestaff and Dependents	87%	73%	84%	93%	85%
	Housestaff Only	7	20	7	7	9
	Not Provided	6	5	8	0	6
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	60%	26%	60%	75%	56%
	Housestaff Only	15	14	11	9	13
	Not Provided	25	60	29	16	31
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	69%	48%	59%	71%	63%
	Housestaff Only	11	14	11	7	11
	Not Provided	20	38	30	22	26
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	36%	22%	32%	30%	32%
	Housestaff Only	49	58	48	35	48
	Not Provided	15	20	20	35	20
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	45%	28%	44%	47%	42%
	Not Provided	55	72	56	53	58
	TOTAL	100%	100%	100%	100%	100%

Table 58

Health Benefits Provided to
Housestaff and Dependents, By Affiliation Relationship

Benefit	Benefit for	Affiliation Relationship: University-Owned (N=56)	Major Affiliate (N=239)	Limited Affiliate (N=45)	Nationwide (N=347)
Hospitalization	Housestaff and Dependents	89%	87%	89%	88%
	Housestaff Only	11	10	9	10
	Not Provided	0	3	2	2
	TOTAL	100%	100%	100%	100%
Major Medical	Housestaff and Dependents	87%	84%	84%	85%
	Housestaff Only	11	10	9	9
	Not Provided	2	6	7	6
	TOTAL	100%	100%	100%	100%
Dental	Housestaff and Dependents	44%	57%	65%	56%
	Housestaff Only	4	15	13	13
	Not Provided	52	28	22	31
	TOTAL	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	68%	61%	66%	63%
	Housestaff Only	6	13	7	11
	Not Provided	26	26	27	26
	TOTAL	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	27%	32%	33%	32%
	Housestaff Only	44	49	51	48
	Not Provided	29	19	16	20
	TOTAL	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	46%	39%	43%	42%
	Not Provided	54	61	57	58
	TOTAL	100%	100%	100%	100%

Table 59

Health Benefits Provided to Housestaff and Dependents, By Hospital Ownership

Benefit	Benefit for	State-Owned (N=37)	Municipally-Owned (N=33)	Church-Owned (N=44)	Other Nonprofit (N=179)	Veterans Administrations (N=54)	Nationwide (N=347)
Hospitalization	Housestaff and Dependents	84%	85%	91%	94%	70%	88%
	Housestaff Only	16	15	9	5	17	10
	Not Provided	0	0	0	1	13	2
	TOTAL	100%	100%	100%	100%	100%	100%
Major Medical	Housestaff and Dependents	83%	82%	86%	90%	69%	85%
	Housestaff Only	17	12	9	5	16	9
	Not Provided	0	6	5	5	15	6
	TOTAL	100%	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	39%	52%	73%	60%	44%	56%
	Housestaff Only	3	12	9	16	11	13
	Not Provided	58	36	18	24	46	31
	TOTAL	100%	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	69%	63%	77%	63%	46%	63%
	Housestaff Only	8	9	14	14	4	11
	Not Provided	23	28	9	23	50	26
	TOTAL	100%	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	19%	24%	36%	39%	18%	32%
	Housestaff Only	42	55	48	47	54	48
	Not Provided	39	21	16	14	28	20
	TOTAL	100%	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	44%	46%	43%	46%	28%	42%
	Not Provided	56	54	57	54	72	58
	TOTAL	100%	100%	100%	100%	100%	100%

Table 60

Health Benefits Provided to
Housestaff and Dependents, By Hospital Bed Size

Benefit	Benefit for	Hospital Bed Size: 384 or Fewer (N=83)	385-523 (N=88)	524-704 (N=85)	704 or More (N=91)	Nationwide (N=347)
Hospitalization	Housestaff and Dependents	86%	91%	89%	87%	88%
	Housestaff Only	12	8	8	10	10
	Not Provided	2	1	3	3	2
	TOTAL	100%	100%	100%	100%	100%
Major Medical	Housestaff and Dependents	83%	89%	86%	81%	85%
	Housestaff Only	11	8	11	8	9
	Not Provided	6	3	3	11	6
	TOTAL	100%	100%	100%	100%	100%
Dental	Housestaff and Dependents	50%	66%	57%	51%	56%
	Housestaff Only	11	13	14	13	13
	Not Provided	39	21	29	36	31
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	Housestaff and Dependents	66%	62%	71%	54%	63%
	Housestaff Only	12	10	12	10	11
	Not Provided	22	28	18	36	26
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	Housestaff and Dependents	27%	38%	28%	33%	32%
	Housestaff Only	43	44	55	51	48
	Not Provided	30	18	17	16	20
	TOTAL	100%	100%	100%	100%	100%
Psychiatric Counseling	Housestaff	30%	44%	45%	48%	42%
	Not Provided	70	56	55	52	58
	TOTAL	100%	100%	100%	100%	100%

Table 61

Hospital Contribution to Health Insurance Premium

for Housestaff and Dependents

	Housestaff			Dependents		
	Percentage of Hospitals Contributing					
	Full Cost of Premium	Part of Cost	None of Cost	Full Cost of Premium	Part of Cost	None of Cost
Nationwide (N=347)	76%	24%	0%	66%	34%	0%
Geographic Region						
Northeastern (N=128)	82	18	0	74	26	0
Southern (N=71)	67	32	2	47	50	3
Midwestern (N=105)	75	26	0	61	39	0
Western (N=48)	70	30	0	69	31	0
Affiliation Relationship						
University-Owned (N=58)	76	24	0	56	44	0
Major Affiliate (N=239)	73	26	0	67	33	1
Limited Affiliate (N=50)	88	12	0	74	26	0
Hospital Ownership						
State-Owned (N=34)	74	27	0	52	48	0
Municipally-Owned (N=31)	34	16	0	65	35	0
Church-Owned (N=45)	87	13	0	76	24	0
Other, Nonprofit (N=175)	87	13	0	76	24	0
Veterans Administration (N=57)	28	70	2	22	75	3
Hospital Bed Size						
384 or Fewer (N=82)	74	26	0	61	39	0
385-523 (N=88)	76	23	1	69	30	1
524-704 (N=84)	83	17	0	74	26	0
705 or More (N=88)	69	31	0	59	41	0

Table 62

Non-Health Benefits Provided to
First Year Housestaff, Nationwide

Benefit	Hospital Contributes	Number of Hospitals	Percentage
Life Insurance	Full Cost	230	66%
	Part of Cost	45	13
	None of Cost	72	21
	TOTAL	371	100%
Disability	Full Cost	172	51%
	Part of Cost	33	10
	None of Cost	134	39
	TOTAL	371	100%
Parking	Full Cost	241	68%
	Part of Cost	67	19
	None of Cost	49	13
	TOTAL	371	100%
Housing	Full Cost	23	7%
	Part of Cost	79	23
	None of Cost	234	70
	TOTAL	371	100%
Meals	Full Cost	115	33%
	Part of Cost	114	33
	None of Cost	116	34
	TOTAL	371	100%

Table 63

Non-Health Benefits Provided to First Year Housestaff,
By Geographic Region

Benefit	Hospital Contributes	Geographic Region: Northeastern (N=141)	Southern (N=59)	Midwestern (N=103)	Western (N=44)	Nationwide (N=347)
Life Insurance	Full Cost	74%	59%	68%	48%	66%
	Part of Cost	8	19	13	23	13
	None of Cost	18	22	19	29	21
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	59%	42%	46%	46%	51%
	Part of Cost	8	10	8	17	10
	None of Cost	33	48	46	37	39
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	61%	67%	78%	65%	68%
	Part of Cost	26	17	12	13	13
	None of Cost	13	16	10	22	13
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	11%	7%	5%	0%	7%
	Part of Cost	36	5	19	18	23
	None of Cost	53	88	76	82	70
	TOTAL	100%	100%	100%	100%	100%
Meals	Full Cost	33%	31%	38%	28%	33%
	Part of Cost	36	21	40	26	33
	Part of Cost	36	21	40	26	33
	TOTAL	100%	100%	100%	100%	100%

Table 64

Non-Health Benefits Provided to First Year Housestaff,
By Affiliation Relationship

Benefit	Hospital Contributes	Affiliation Relationship: University-Owned (N=54)	Major Affiliate (N=243)	Limited Affiliate (N=43)	Nationwide (N=347)
Life Insurance	Full Cost	56%	68%	72%	66%
	Part of Cost	15	15	2	13
	None of Cost	29	17	26	21
	TOTAL	100%	100%	100%	100%
Disability	Full Cost	39%	51%	66%	51%
	Part of Cost	21	9	2	10
	None of Cost	40	40	32	39
	TOTAL	100%	100%	100%	100%
Parking	Full Cost	36%	71%	83%	68%
	Part of Cost	27	19	11	19
	None of Cost	37	10	6	13
	TOTAL	100%	100%	100%	100%
Housing	Full Cost	4%	7%	12%	7%
	Part of Cost	15	23	31	23
	None of Cost	81	70	57	70
	TOTAL	100%	100%	100%	100%
Meals	Full Cost	30%	28%	58%	33%
	Part of Cost	32	36	22	33
	None of Cost	38	36	20	34
	TOTAL	100%	100%	100%	100%

Table 65

Non-Health Benefits Provided to First Year Housestaff,

By Hospital Ownership

Benefit	Hospital Contributes	Hospital Ownership: State-Owned (N=35)	Municipally-Owned (N=30)	Church-Owned (N=44)	Other Nonprofit (N=176)	Veterans Administrations (N=62)	Nationwide (N=347)
Life Insurance	Full Cost	46%	60%	80%	83%	26%	66%
	Part of Cost	17	7	4	3	47	13
	None of Cost	37	33	16	14	27	21
	TOTAL	100%	100%	100%	100%	100%	100%
Disability	Full Cost	29%	41%	55%	63%	29%	51%
	Part of Cost	20	7	5	9	10	10
	None of Cost	51	52	40	28	61	39
	TOTAL	100%	100%	100%	100%	100%	100%
Parking	Full Cost	37%	72%	82%	64%	83%	68%
	Part of Cost	26	9	16	24	6	19
	None of Cost	37	19	2	12	11	13
	TOTAL	100%	100%	100%	100%	100%	100%
Housing	Full Cost	5%	7%	14%	8%	0%	7%
	Part of Cost	11	31	33	29	6	23
	None of Cost	84	62	53	63	94	70
	TOTAL	100%	100%	100%	100%	100%	100%
Meals	Full Cost	30%	53%	43%	34%	16%	33%
	Part of Cost	30	22	39	38	25	33
	None of Cost	40	25	18	28	59	34
	TOTAL	100%	100%	100%	100%	100%	100%

Table 66

Non-Health Benefits Provided to First Year Housestaff,

By Hospital Bed Size

Benefit	Hospital Provides	Hospital Bed Size: 384 or Fewer (N=83)	385-523 (N=90)	524-704 (N=85)	704 or More (N=89)	Nationwide (N=347)
Life Insurance	Full Cost	60%	69%	68%	67%	66%
	Part of Cost	12	12	9	18	13
	None of Cost	28	19	23	15	21
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	51%	50%	47%	55%	51%
	Part of Cost	10	8	11	10	10
	None of Cost	39	42	42	35	39
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	64%	61%	77%	68%	68%
	Part of Cost	19	21	14	21	19
	None of Cost	17	18	9	11	13
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	3%	9%	6%	9%	7%
	Part of Cost	15	21	34	25	23
	None of Cost	82	70	60	66	70
	TOTAL	100%	100%	100%	100%	100%
Meals	Full Cost	23%	33%	45%	32%	33%
	Part of Cost	30	36	36	31	33
	None of Cost	47	31	19	37	34
	TOTAL	100%	100%	100%	100%	100%

Table 67

Annual Vacation Provided to First Year Housestaff

	Two Weeks	Three Weeks	Four Weeks or More	Total
Nationwide (N=361)	47%	33%	20%	100%
Geographic Region				
Northeastern (N=144)	37	29	34	100
Southern (N=66)	65	29	6	100
Midwestern (N=104)	51	40	9	100
Western (N=47)	43	36	21	100
Affiliation Relationship				
University-Owned (N=56)	45	39	16	100
Major Affiliate (N=252)	47	31	22	100
Limited Affiliate (N=46)	54	33	13	100
Hospital Ownership				
State-Owned (N=38)	42	34	24	100
Municipally-Owned (N=45)	45	34	21	100
Church-Owned (N=44)	52	25	23	100
Other, Nonprofit (N=176)	43	40	17	100
Veterans Administration (N=70)	56	21	23	100
Hospital Bed Size				
384 or Fewer (N=88)	43	34	23	100
385-523 (N=91)	55	29	16	100
524-704 (N=87)	47	32	21	100
705 or More (N=95)	42	38	20	100

Table 68

Annual Vacation Provided to Second Year Housestaff

	Two Weeks	Three Weeks	Four Weeks or More	Total
Nationwide (N=345)	15%	59%	26%	100%
Geographic Region				
Northeastern (N=139)	11	52	37	100
Southern (N=62)	26	60	14	100
Midwestern (N=99)	13	69	18	100
Western (N=45)	20	60	20	100
Affiliation Relationship				
University-Owned (N=55)	18	58	24	100
Major Affiliate (N=240)	13	60	27	100
Limited Affiliate (N=43)	28	53	19	100
Hospital Ownership				
State-Owned (N=36)	22	53	25	100
Municipally-Owned (N=31)	26	52	22	100
Church-Owned (N=44)	9	66	25	100
Other, Nonprofit (N=172)	12	62	26	100
Veterans Administration (N=62)	19	53	28	100
Hospital Bed Size				
384 or Fewer (N=80)	16	60	24	100
385-523 (N=90)	13	63	24	100
524-704 (N=84)	18	56	24	100
705 or More (N=91)	14	57	29	100

Chapter III

SOURCES AND FUNDING OF HOUSESTAFF

HOSPITAL EXPENDITURES

In each year of the survey, hospitals were asked to report the total amount spent on housestaff stipends and benefits and to indicate from what sources those funds were derived. Average expenditure on residency and clinical fellowship programs are expressed both in gross dollar values and as a percentage of total hospital expenditures. This year, the 358 responding hospitals spent an average of $3,097,107 on residency programs. Last year, the survey showed an average of $2,893,906, so this year's figure is 7.0% higher. Fewer hospitals (146) reported expenditures for clinical fellows programs, and the mean amount they reported spending this year was $484,573. This is 7.5% higher than the 1981 mean expenditure reported for clinical fellows, which was $450,792. In both the residency and clinical fellows program figures, it should be noted that the survey does not ask for numbers of full time equivalents (F.T.E.) by year of training, and thus it cannot be determined how much of the increase in expenditure is due to changing levels of benefits and stipends, and how much is due to different numbers of residents and fellows.

The hospitals' data show a mean of 3.8% of their budgets being spent on residents' stipends and benefits. This compares to 3.9% reported in last year's survey. As might be expected, the most significant variation among the groups of hospitals occurs in the grouping by affiliation relationship. The university-owned spend a mean of 5.4% of their budgets on residents' stipends and benefits while the limited affiliates have a mean of only 2.8% of their budgets spent on these costs.

SOURCES OF FUNDS

An average of four-fifths (79.9%) of the funding for residents' stipends and benefits is obtained from patient revenues, according to this year's survey data. Although this figure is slightly less than last year's figure of 81.6%, it is higher than the percentage of funding derived from patient revenues in survey five years earlier (1977-78) of 73.6%.

An increasing percentage of clinical fellows' stipends have come from patient revenues. In 1977-78 approximately half (50.8%) of the stipends and benefits expense came from patient revenues while in this year's survey, the respondents indicate nearly two-thirds (64.1%) were derived from patient revenues. This increasing reliance on patient revenues for clinical fellows is in part due to the decreasing availability of grants, endowments, and income from voluntary agencies. In 1977-78, these sources contributed 8.8% of the clinical fellows' stipends and benefits while according to the most recent data, they contributed only 3.6%.

When examined by hospital grouping, the data show that the church-owned and limited affiliate hospitals rely most heavily on patient revenues to cover the cost of both residency and clinical fellow programs.

Table 69. -- Average Expenditures for Residents' Stipends and Fringe Benefits 1981-1982

Hospital Category	Number of Hospitals	Expenditures for Residents' Stipends & Fringe Benefits	
		Mean	Median
All Responding Hospitals	358	$3,097,107	$2,214,025
by Geographic Region			
Northeastern	144	$3,014,649	$2,534,317
Southern	68	$2,875,248	$2,161,874
Midwestern	100	$3,103,163	$1,834,256
Western	46	$3,670,040	$2,500,000
by Affiliation Relationship			
University-Owned	58	$5,183,469	$4,739,592
Major Affiliate	249	$2,847,662	$1,939,867
Limited & Unaffiliated	44	$1,778,434	$1,485,758
By Hospital Ownership			
State-Owned	38	$4,937,854	$4,739,592
Municipally Owned	31	$5,054,121	$3,765,143
Church-Owned	42	$2,044,344	$1,667,951
Other, Nonprofit	175	$3,091,063	$2,154,664
Veterans Administration	72	$1,911,803	$1,597,088
by Bed Size			
Less than 384 Beds	89	$1,933,948	$1,393,617
384-523 Beds	87	$2,552,156	$1,824,474
524-704 Beds	86	$2,991,559	$2,324,063
Greater than 704 Beds	96	$4,763,868	$3,854,363

Table 70. -- Average Expenditures for Clinical Fellows' Stipends and Fringe Benefits 1981-1982

Hospital Category	Number of Hospitals	Expenditures for Clinical Fellows' Stipends & Fringe Benefits	
		Mean	Median
All Responding Hospitals	146	$484,573	$206,153
by Geographic Region			
Northeastern	73	$340,643	$196,493
Southern	19	$518,535	$258,321
Midwestern	34	$580,287	$165,500
Western	20	$814,941	$265,500
by Affiliation Relationship			
University-Owned	23	$1,177,402	$619,368
Major Affiliate	98	$347,885	$167,092
Limited & Unaffiliated	22	$233,253	$165,500
By Hospital Ownership			
State-Owned	13	$939,057	$619,368
Municipally Owned	11	$533,090	$268,970
Church-Owned	26	$401,072	$142,962
Other, Nonprofit	79	$464,171	$180,[illegible]
Veterans Administration	17	$328,152	$243,201
by Bed Size			
Less than 384 Beds	37	$312,847	$185,143
384-523 Beds	37	$253,489	$192,240
524-704 Beds	32	$519,894	$144,900
Greater than 704 Beds	40	$828,916	$345,292

Table 71

Residents' Stipends and Benefits as a Percentage of

Hospital's Total Operating Budget, 1981-82

	Number of Hospitals	Percentage of Hospital Budget			
		25th Percentile	Median	Mean	75th Percentile
All Responding Hospitals	371	2.0	3.5	3.8	5.0
Geographic Region					
Northeastern	147	3.0	3.6	4.0	5.0
Southern	71	3.0	4.0	4.1	5.0
Midwestern	105	2.0	3.1	3.5	4.0
Western	48	2.0	3.4	3.7	5.0
Affiliation Relationship					
University-Owned	58	4.0	4.9	5.4	7.0
Major Affiliate	259	3.0	3.4	3.6	5.0
Limited Affiliate	54	2.0	2.4	2.8	3.0
Hospital Ownership					
State-Owned	38	4.0	5.1	5.6	7.0
Municipally-Owned	34	3.0	4.9	4.6	6.0
Church-Owned	45	2.0	2.3	2.8	3.0
Other, Nonprofit	181	2.0	3.4	3.6	4.0
Veterans Administration	73	3.0	3.4	3.5	5.0
Hospital Bed Size					
384 or Fewer	92	3.0	3.4	3.9	5.0
385-523	93	2.0	3.6	3.8	5.0
524-704	88	2.0	3.2	3.6	5.0
705 or More	98	3.0	3.8	4.0	5.0

Table 72. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	69.91%	59.06%
State Appropriations Earmarked for Housestaff Expenses	3.17%	0.62%
Municipal Appropriations Earmarked for Housestaff Expenses	3.32%	4.56%
Veterans Administration Appropriations	13.68%	11.15%
Physician Fee Revenue	0.39%	4.40%
Medical School/University Funds	1.80%	2.35%
NIH	0.35%	5.32%
Other Federal Agencies	0.29%	1.89%
Endowment Income	0.06%	0.45%
Foundation Grants, Voluntary Agencies	0.26%	2.83%
Other	6.71%	7.30%
TOTAL	100.00%	100.00%
Number of Hospitals	356	146

Table 73. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982 Excluding VA Hospitals

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	79.90%	64.11%
State Appropriations Earmarked for Housestaff Expenses	3.62%	0.67%
Municipal Appropriations Earmarked for Housestaff Expenses	3.80%	4.95%
Veterans Administration Appropriations	1.35%	3.80%
Physician Fee Revenue	0.45%	4.78%
Medical School/University Funds	2.06%	2.56%
NIH	0.40%	5.78%
Other Federal Agencies	0.33%	2.05%
Endowment Income	0.07%	0.49%
Foundation Grants, Voluntary Agencies	0.30%	3.07%
Other	7.67%	7.68%
TOTAL	100.00%	100.00%
Number of Hospitals	284	129

Table 74. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982
UNIVERSITY OWNED (Excludes VA Hospitals)

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	71.01%	55.46%
State Appropriations Earmarked for Housestaff Expenses	8.58%	1.31%
Municipal Appropriations Earmarked for Housestaff Expenses	0.11%	0.00%
Veterans Administration Appropriations	3.71%	6.22%
Physician Fee Revenue	1.21%	7.89%
Medical School/University Funds	4.68%	3.39%
NIH	0.90%	9.55%
Other Federal Agencies	0.51%	4.16%
Endowment Income	0.08%	0.12%
Foundation Grants, Voluntary Agencies	0.77%	2.94%
Other	8.38%	8.92%
TOTAL	100.00%	100.00%
Number of Hospitals	58	23

Table 75. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982
MAJOR AFFILIATE (Excludes VA Hospitals)

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	82.41%	65.90%
State Appropriations Earmarked for Housestaff Expenses	1.49%	0.25%
Municipal Appropriations Earmarked for Housestaff Expenses	5.69%	11.20%
Veterans Administration Appropriations	0.32%	2.76%
Physician Fee Revenue	0.11%	2.41%
Medical School/University Funds	1.02%	2.55%
NIH	0.16%	4.11%
Other Federal Agencies	0.27%	0.65%
Endowment Income	0.08%	1.01%
Foundation Grants, Voluntary Agencies	0.07%	3.80%
Other	8.33%	5.31%
TOTAL	100.00%	100.00%
Number of Hospitals	180	83

Table 76. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982
LIMITED & UNAFFIL (Excludes VA Hospitals)

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	93.29%	83.77%
State Appropriations Earmarked for Housestaff Expenses	0.62%	0.12%
Municipal Appropriations Earmarked for Housestaff Expenses	4.06%	0.00%
Veterans Administration Appropriations	0.00%	0.00%
Physician Fee Revenue	0.09%	3.07%
Medical School/University Funds	0.00%	0.13%
NIH	0.31%	0.00%
Other Federal Agencies	0.09%	0.26%
Endowment Income	0.00%	0.00%
Foundation Grants, Voluntary Agencies	0.25%	1.20%
Other	1.25%	11.42%
TOTAL	100.00%	100.00%
Number of Hospitals	46	23

Table 77. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982
STATE-OWNED

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	64.77%	33.46%
State Appropriations Earmarked for Housestaff Expenses	14.46%	2.82%
Municipal Appropriations Earmarked for Housestaff Expenses	0.00%	0.00%
Veterans Administration Appropriations	5.28%	13.75%
Physician Fee Revenue	0.74%	13.87%
Medical School/University Funds	5.21%	3.05%
NIH	0.38%	11.15%
Other Federal Agencies	0.97%	2.57%
Endowment Income	0.03%	0.27%
Foundation Grants, Voluntary Agencies	0.32%	7.61%
Other	7.78%	11.41%
TOTAL	100.00%	100.00%
Number of Hospitals	38	13

Table 78. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982
MUNICIPALLY-OWNED

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	66.70%	28.68%
State Appropriations Earmarked for Housestaff Expenses	1.36%	0.00%
Municipal Appropriations Earmarked for Housestaff Expenses	20.84%	54.65%
Veterans Administration Appropriations	0.00%	0.00%
Physician Fee Revenue	0.00%	0.24%
Medical School/University Funds	1.41%	2.38%
NIH	0.11%	0.18%
Other Federal Agencies	0.30%	1.13%
Endowment Income	0.00%	0.00%
Foundation Grants, Voluntary Agencies	0.00%	1.17%
Other	9.24%	11.52%
TOTAL	100.00%	100.00%
Number of Hospitals	31	11

Table 79. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982
CHURCH-OWNED

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	94.95%	95.22%
State Appropriations Earmarked for Housestaff Expenses	2.53%	0.10%
Municipal Appropriations Earmarked for Housestaff Expenses	0.02%	0.00%
Veterans Administration Appropriations	0.06%	0.00%
Physician Fee Revenue	0.00%	0.00%
Medical School/University Funds	0.65%	0.00%
NIH	0.06%	0.00%
Other Federal Agencies	0.23%	0.59%
Endowment Income	0.00%	0.00%
Foundation Grants, Voluntary Agencies	0.00%	1.86%
Other	1.46%	2.20%
TOTAL	100.00%	100.00%
Number of Hospitals	42	26

Table 80. -- Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Housestaff Stipends and Fringe Benefits, 1981-1982
OTHER, NONPROFIT

Funding Source	Source of Revenue, in Per Cent	
	Residents	Clinical Fellows
Patient Revenues and General Operating Appropriations	86.67%	71.12%
State Appropriations Earmarked for Housestaff Expenses	0.64%	0.23%
Municipal Appropriations Earmarked for Housestaff Expenses	0.74%	0.07%
Veterans Administration Appropriations	0.57%	2.18%
Physician Fee Revenue	0.55%	3.85%
Medical School/University Funds	1.37%	3.15%
NIH	0.55%	6.53%
Other Federal Agencies	0.13%	2.44%
Endowment Income	0.12%	0.79%
Foundation Grants, Voluntary Agencies	0.44%	2.21%
Other	8.17%	7.38%
TOTAL	100.00%	100.00%
Number of Hospitals	173	79

Appendix A

COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

April, 1982

Name of Hospital _____

A. Housestaff Funding

	1982-83	1981-82
1. What is the cash stipend per year?		
1st Post-MD Year	$ _____	$ _____
2nd Post-MD Year	$ _____	$ _____
3rd Post-MD Year	$ _____	$ _____
4th Post-MD Year	$ _____	$ _____
5th Post-MD Year	$ _____	$ _____
6th Post-MD Year	$ _____	$ _____

Are 1982-83 stipends estimated? YES _____ NO _____

2. Is the cash stipend the same across all specialties? YES_____ NO_____
If no, which specialties have stipends that are higher or lower than the figures reported above? _____

3. What sources are used to pay the costs of the 1981-82 stipends and fringe benefits **for housestaff at your hospital?**

	Interns/Residents	Clinical Fellows
a. Patient revenues and **general** operating appropriations for the hospital	$ _____	$ _____
b. State appropriations **earmarked** for housestaff expenses	$ _____	$ _____
c. Municipal appropriations **earmarked** for housestaff expenses	$ _____	$ _____
d. Veterans Administration appropriations	$ _____	$ _____
e. Physician fee revenue	$ _____	$ _____
f. Medical school/university funds	$ _____	$ _____
g. NIH	$ _____	$ _____
h. Other federal agencies	$ _____	$ _____
i. Endowment income	$ _____	$ _____
j. Foundation grants/voluntary agencies	$ _____	$ _____
k. Other (specify) _____	$ _____	$ _____
l. Other (specify) _____	$ _____	$ _____
M. TOTAL	$ _____	$ _____

4. Based on the amount enumerated in question 3 above, the following is the estimated total dollars to be spent on stipends and fringe benefits for housestaff in your hospital in 1981-82.

	Interns/Residents	Clinical Fellows
a. Stipends	$ _____	$ _____
b. Fringe Benefits (including FICA and other insurance)	$ _____	$ _____
c. TOTAL (should be the same as 3(M) above)	$ _____	$ _____

5. What percentage of the hospital's total operating budget is spent for housestaff stipends and benefits?
Interns/Residents _____ %
Clinical Fellows _____ %

B. Housestaff Benefits

6. What percentage of the costs for health insurance premiums does your hospital contribute?
Housestaff _____ %
Dependents _____ %

Check those health benefits covered:	Housestaff	Dependents
a. Hospitalization including inpatient physician services	_____	_____
b. Major medical including at least a portion of outpatient services	_____	_____
c. Dental services	_____	_____
d. Prescription drugs	_____	_____
e. Hospital employee health services program	_____	_____

7. Please check below to indicate whether the following benefits are provided to 1st year house officers.

	Hospital Provides at No Cost	Hospital Provides at Reduced Rate	Hospital Does Not Provide
a. Life Insurance (Face Value = $ _____)	_____	_____	_____
b. Disability Insurance (Length of coverage = _____)	_____	_____	_____
c. Parking	_____	_____	_____
d. Housing	_____	_____	_____
e. Meals	_____	_____	_____

Are any of these benefits increased for 2nd year housestaff? YES_____ NO_____

8. Does your hospital offer psychiatric counseling or psychosocial support at no cost to housestaff? YES _____ NO _____

B. Housestaff Benefits (cont.)

9. How many weeks do house officers receive as vacation during a year?

   a. 1st year house officers: _____ weeks
   b. 2nd year house officers: _____ weeks

C. Minority Placements

10. How many of the house officers at your hospital belong to these minorities?

	Black American		American Indian		Mexican American		Mainland Puerto Rico	
	1st Yr.	Total	1st Yr.	Total	1st Yr.	Total	1st Yr.	Total
Family Practice	_____	_____	_____	_____	_____	_____	_____	_____
Medical Specialties	_____	_____	_____	_____	_____	_____	_____	_____
Surgical Specialties	_____	_____	_____	_____	_____	_____	_____	_____
Other Specialties	_____	_____	_____	_____	_____	_____	_____	_____

D. Other Issues

11. Which of the following clerkships for students enrolled in medical school does your hospital provide? (check as many as apply)

   a. Required clerkships

   _____ Yes for affiliated medical school
   _____ Yes for other LCME-accredited schools
   _____ Yes for medical schools outside the U.S. and Canada
   _____ No

   b. Elective clerkships

   _____ Yes for affiliated medical school
   _____ Yes for other LCME-accredited schools
   _____ Yes for medical schools outside the U.S. and Canada
   _____ No

12. Does your hospital require a charge, fee, or payment for taking a clerkship?

   a. Required clerkships

   _____ Yes for affiliated medical school, specify amount $ _____
   _____ Yes for other LCME-accredited schools, specify amount $ _____
   _____ Yes for medical schools outside the U.S. and Canada, specify amount $ _____
   _____ No

   b. Elective clerkships

   _____ Yes for affiliated medical school, specify amount $ _____
   _____ Yes for other LCME-accredited schools, specify amount $ _____
   _____ Yes for medical schools outside the U.S. and Canada, specify amount $ _____
   _____ No

E. Special Request

13. During the past year, the AAMC has received an increasing number of requests for information on financial relationships between hospitals and medical schools. We would appreciate it if you could send us under separate cover:

   a. any document which describes the financial relationship between the medical school and your hospital for undergraduate medical education programs

   b. any document which describes the financial relationship between affiliated and sponsoring hospitals for filled residency positions.

   THANK YOU.

14. Person to contact for questions about this questionnaire: _____

   Area Code and Telephone Number: _____

Please complete and return by May 28, 1982 to:
Department of Teaching Hospitals, Association of American Medical Colleges
One Dupont Circle, N.W. • Suite #200 • Washington, D.C. 20036

Appendix B: Response Rates for 1982 Survey of Housestaff Stipends, Benefits, and Funding

Hospital Category	Number of Responding Hospitals	Number of COTH Members	Response Rate
Total Membership	345	426	81%
Geographic Region			
Northeastern	141	172	82
Southern	63	83	76
Midwestern	97	117	83
Western	44	54	82
Affiliation Relationship			
University-Owned	56	68	82
Major Affiliate	239	298	80
Limited Affiliate*	50	59	85
Hospital Ownership			
State-Owned	38	48	79
Municipally-Owned	31	39	79
Church-Owned	43	48	89
Other, Non-Profit	170	214	79
Veterans Administration	63	74	85
Hospital Bed Size			
384 or Fewer	89	107	83
385 - 523	87	105	83
524 - 704	78	106	74
705 or More	91	107	85

* Includes nine unaffiliated hospitals.

Appendix C: Dollar and Percentage Increases in Mean Housestaff Stipends: 1969-1983

Academic Calendar Year	Mean 1st Post-MD Yr Stipend	Dollar Increase Over Previous Year	Percentage Increase Over Previous Year
1969-70	$ 7,325		
1970-71	8,115	$ 790	10.8%
1971-72	9,198	1,083	13.3
1972-73	9,698	500	5.4
1973-74	10,114	416	4.3
1974-75	10,692	578	5.7
1975-76	11,685	993	9.2
1976-77	12,371	686	5.9
1977-78	13,145	774	6.3
1978-79	13,904	759	5.8
1979-80	14,811	907	6.5
1980-81	16,017	1,206	8.1
1981-82	17,301	1,284	8.0
1982-83	18,910	1,609	9.3*

* This figure is slightly higher than the 7.1 percent in Table 2 because the increase reported here is based on the 1981-82 mean stipend for hospitals responding to last year's survey. The 7.1 figure is based on the 1981-82 mean stipend for hospitals responding to this year's survey.